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SAN FRANCISCO
HUMAN RIGHTS COMMISSION

AGENDAS AND MINUTES

1991 – 1992

Many of the Agendas and Minutes for 1991 – 1992 are missing.



HUMAN RIGHTS COMMISSION

REGULAR MEETING

DATE: Thursday, January 10, 1991

TIME: 9:00 a.m.

PLACE: Fire Commission Meeting Room 201
Fire Department Headquarters
260 Golden Gate Avenue
San Francisco, CA 94102
861-8000

* Please note change in meeting location

REVISED AGENDA

- I. Roll Call
- II. Approval of the Minutes of the Meetings of November 8, 1990, December 11, 1990, and December 27, 1990.
- III. Communications
- IV. Report of the Chairperson
- V. Interim Director's Report
 - A. Requested Approval of Extension of Investigation Time Line
- VI. Executive Committee Items:
 - A. Installation of Officers for 1991
 - B. Analysis of Commission meetings in neighborhoods
- VII. Standing Committees
 - A. Youth and Education Committee: Commissioner Karen N. Kai
 1. Proposed Adoption of Position Statement: Disparate Representation and Treatment of African American Students by the SFUSD
 2. Committee Report

DOCUMENT: DEPT.

PUBLIC LIBRARY

B. Employment Committee: Commissioner Frankie Jacobs Gillette,
Chair

No Report

C. Lesbian/Gay Advisory Committee: Commissioner Leonard Graff,
Chair

No Report

D. Issues Committee: Commissioner Peter J. Sammon, Chair

No Report

E. MBE/WBE/LBE Advisory Committee: Commissioner May P. Jaber,
Chair

No Report

VIII. New Matters

IX. Calendar Matters
Next Commission Meeting

X. Remarks from the Audience*

XI. Executive Session

XII. Adjournment

* Speakers wishing to provide input of a general nature are to fill out speaker cards with the Commission Secretary and will be called upon in the order in which cards are submitted. Speakers are limited to three minutes each. At the discretion of the Chair, public comment may be heard following Commissioners' discussion of agenda items.



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HUMAN RIGHTS COMMISSION

REGULAR MEETING

DATE: Thursday, January 24, 1991

TIME: 8:00 A.M.

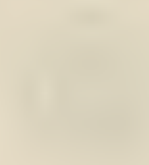
PLACE: Fire Commission Meeting Room 201
Fire Department Headquarters
260 Golden Gate Avenue
San Francisco, CA 94102
861-8000

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AGENDA

JAN 22 1991
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- REVISÉD
- I. Roll Call
 - II. Executive Session
 - III. Approval of the Minutes of the Meeting of January 10, 1991.
 - IV. Communications
 - V. Report of the Chairperson
 - VI. Interim Director's Report
 - VII. Standing Committees
 - A. Issues Committee: Commissioner Peter J. Sammon, Chair
 1. Committee Report
 2. Recommendation to support AB 77, with request to consider a broad definition of "family"
 3. Recommendation to support AB 94, with request to consider adding "sexual orientation" as a protected class



DECLARATION

I, the undersigned,
do hereby declare that
the above is a true and
correct copy of the
original as the same
exists in my possession.

Witness my hand and seal
this _____ day of _____
19____.

B. Youth and Education Committee: Commissioner Karen N. Kai

1. Committee Report

C. Lesbian/Gay Advisory Committee: Commissioner Leonard Graff,
Chair

1. Committee Report

D. Employment Committee: Commissioner Frankie Jacobs Gillette,
Chair

1. Committee Report

E. MBE/WBE/LBE Advisory Committee: Commissioner May P. Jaber,
Chair

No Report

VIII. New Matters

IX. Calendar Matters

X. Remarks from the Audience*

XI. Adjournment

- * Speakers wishing to provide input of a general nature are to fill out speaker cards with the Commission Secretary and will be called upon in the order in which cards are submitted. Speakers are limited to three minutes each. At the discretion of the Chair, public comment may be heard following Commissioners' discussion of agenda items.



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SPECIAL

HUMAN RIGHTS COMMISSION

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JAN 28

SAN FRANCISCO
PUBLIC LIBRARY

COMMITTEE-OF-THE-WHOLE MEETING

DATE : Thursday, January 31, 1991

TIME : 9:00am

PLACE: HRC Office
Room 509
1095 Market Street

SPECIAL AGENDA

1. Consideration of Proposed FY1991-92 Budget

DT:cmh
1/28/91



HUMAN RIGHTS COMMISSION

REGULAR MEETING

DATE: Thursday, February 14, 1991

TIME: 9:00 a.m.

PLACE: Fire Commission Meeting Room 201
Fire Department Headquarters
260 Golden Gate Avenue
San Francisco, CA 94102
861-8000, Extension 307

DOCUMENTS DEPT.

FEB 11 1991

PUBLIC LIBRARY

AGENDA

- I. Roll Call
- II. Approval of the Minutes of the Meetings of January 24, 1991, and the January 31, 1991, 'Committee of the Whole' meeting
- III. Communications
- IV. Report of the Chairperson
 - A. Letter to S.F. Board of Education
- V. Interim Director's Report
 - A. Approval of the Letter to Secretary Sullivan re: INS
- VI. Executive Committee Items:
 - A. Approval of FY 91-92 General Fund Base Line Budget
 - B. Presentation of the Draft Report: MBE/WBE/LBE Ordinance Progress Report, FY 89-90: Jerry Davis and Jacquie Hale
 - C. Setting of the Date of the Next Commission Meeting in the Neighborhood
- VII. Standing Committees
 - A. Employment Committee: Commissioner Frankie Jacobs Gillette, Chair

No Report

B. Issues Committee: Commissioner Peter J. Sammon, Chair

No Report

C. Lesbian/Gay Advisory Committee: Commissioner Leonard Graff,
Chair

No Report

D. MBE/WBE/LBE Advisory Committee: Commissioner May P. Jaber,
Chair

No Report

E. Youth and Education Committee: Commissioner Karen N. Kai

No Report

VIII. New Matters

IX. Calendar Matters

X. Remarks from the Audience*

XI. Executive Session

XII. Adjournment

- * Speakers wishing to provide input of a general nature are to fill out speaker cards with the Commission Secretary and will be called upon in the order in which cards are submitted. Speakers are limited to three minutes each. At the discretion of the Chair, public comment may be heard following Commissioners' discussion of agenda items.



HUMAN RIGHTS COMMISSION

REGULAR MEETING

DATE: Thursday, February 28, 1991

TIME: 9:00 a.m.

PLACE: Fire Commission Meeting Room 201
Fire Department Headquarters
260 Golden Gate Avenue
San Francisco, CA 94102
861-8000, Extension 307

DOCUMENTS DEPT.

FEB 26 1991

SAN FRANCISCO
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AGENDA

- I. Roll Call
- II. Approval of the Minutes of the Meeting of February 14, 1991
- III. Communications
- IV. Report of the Chairperson
- V. Director's Report
- VI. Standing Committees
 - A. MBE/WBE/LBE Advisory Committee: Commissioner Leonard Graff,
Chair
 1. Committee Report
 2. Acceptance of the Minority/Women/Local Business Enterprises: MBE/WBE/LBE Ordinance Progress Report, FY 89-90 Ordinance II Fiscal Year 1989-90, July 1, 1989 - June 30, 1990 Progress Report and Adoption of Recommendations contained therein

B. Issues Committee: Commissioner Peter J. Sammon, Chair

1. Hate Violence Reduction Project: Fred Persily, Hate Violence Reduction Task Force
2. Committee Report

C. Lesbian/Gay Advisory Committee: Commissioner Lenore Chinn, Chair

1. Committee Report

D. Youth and Education Committee: Commissioner Vivian Hallinan, Chair

1. Committee Report

E. Employment Committee: Commissioner Lawrence B. Martin, Chair

No Report

VII. New Matters

- A. Approval of Memorandum of Understanding with MOHED
- B. Presentation on Automated Data Reporting System: Chris Baldo and Vicky Zimpel

VIII. Calendar Matters

IX. Remarks from the Audience*

X. Adjournment

- * Speakers wishing to provide input of a general nature are to fill out speaker cards with the Commission Secretary and will be called upon in the order in which cards are submitted. Speakers are limited to three minutes each. At the discretion of the Chair, public comment may be heard following Commissioners' discussion of agenda items.

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~~///~~ HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
1095 Market Street, Suite 501
San Francisco, CA 94103
(415) 558-4901 (TDD available)

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MAR 22 1991
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Minutes of the Meeting of Thursday, February 28, 1991

NEXT MEETING

DATE: Thursday, March 14, 1991

TIME: 9:00 A.M.

PLACE: Fire Commission Meeting Room 201
Fire Department Headquarters
260 Golden Gate Avenue
San Francisco, CA 94102
(415) 861-8000

Commission Chair May Jaber called the meeting to order at 9:00 A.M.

Roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: Adrian Bermudez, Jr., Lenore Chinn, Frankie Jacobs Gillette, Leonard Graff, Vivian Hallinan, May P. Jaber, Karen N. Kai, Lucile Lockhart, Lawrence B. Martin, and Peter J. Sammon.

HRC Staff

Present: Edwin M. Lee, Director; Adelbert Campbell, Deputy Director; Frank Anderson, Chris Baldo, Larry Brinkin, Linda Chin, Jerry Davis, James Fields, Bayard Fong, Jacquie Haie, Don Hesse, Carolyn Hom, Zuia Jones, Gail P. Roberts, Jemima Sebastian, David Treanor, Gary Wong, and Vicky Zimpel.

Guests

Present: LaVerda Allen; Edward Alley, Civil Grand Jury; Yee-Hou Chan, World Journal; Cosmic Lady; Sandra Crumpler, Airport Commission staff; Alice Herndon, Port of San Francisco; Heather Hiles, CORO Foundation; Ben Kawamura, S.F. Purchasing Department; Lisa Maglio, Office of the City Attorney; Debbie Moy, Asian Pacific Caucus of the California Democratic Party; Fred Persily, Intergroup Clearinghouse; and Ted Wang, S.F. Lawyers' Committee for Urban Affairs.

14 APPROVAL OF MINUTES

The Minutes of February 14, 1991, were reviewed by the Commissioners.

***m/s/c moved (Graff), seconded (Martin) to approve the Minutes of February 14, 1991; motion passed unanimously.

COMMUNICATIONS

- To Commissioner May P. Jaber, from Norman P. Ishimoto, Kiyomura-Ishimoto Associates, a letter received January 28, 1991, thanking the Human Rights Commissioners for the consideration extended to him in his application for the Director position.
- To Edwin Lee, Director, from Dr. Eddie C. Welbon, Chairman of the San Francisco African American Joint Education, Business and Economic Development Commission of the Bay Area, a letter dated January 30, 1991, requesting placement on the Human Rights Commission mailing list for all meetings of the Commission, minutes, committee chair's minutes and activities, all contracts and bids, etc.
- To Edwin Lee, Director, from Samuel A. Murray, President, The New Bayview Committee, a letter received February 20, 1991, regarding installation of new officers for 1991; requesting placement on the Human Rights Commission mailing list; and inviting the Director to the Committee's monthly meetings.
- From May P. Jaber, Commissioner, to Morris Bernstein, President, San Francisco Airport Commission, a letter dated February 20, 1991 informing the San Francisco Airport Commission that the Human Rights Commission has recently received complaints concerning the policy of one major airline of refusing service to consumers based solely on their national origin or ancestry; and the HRC has sent a notice to all international carriers leasing space at SFIA calling attention to their legal obligations (S.F. Administrative Code, Chapter 12 C); and requesting that the Airport Commission exercise its legal and moral responsibility to insure that all members of the public using the airport facilities are treated fairly and professionally without regard to race, religion, ancestry or national origin.
- To the Human Rights Commission, from Mayor Art Agnos, a FAX communication dated February 20, 1991, announcing that there will be a joint press conference in the Mayor's office on February 21 at 10:30 A.M. to announce funding for 28 new AIDS grants in San Francisco funded by federal money.
- To the Human Rights Commission, from Mayor Art Agnos, a FAX communication dated February 20, 1991, concerning revenue shortage affecting the City's 1991-92 budget.
- From Edwin Lee, Director, to Supervisors Kennedy and Ward, letters dated February 21, 1991, regarding a follow up to his meeting with the supervisors to seek support of legislation for participation of potential members on the MBE/WBE Advisory Committee; scheduling for another meeting with the supervisors will be arranged.
- A carbon copy of a letter to Mickey Luckoff, General Manager, KGO Radio, and Bruce Kamin, Program Manager, KGO Radio, from D.M. Perez, dated February 12, 1991, requesting that an investigation of Jim Eason's comments, which appeared to be of a racist nature, be conducted; and asking what the policies of KGO are in regards to discriminatory remarks.
- A carbon copy of a letter to Mr. Lou Turpen, Director, San Francisco International Airport, from Maria Abadesco, SEIU Local 790, received February 14, 1991, expressing concern regarding the promotion of anti-Arab sentiments within the airport facility; and asking for an investigation of such incidents.
- A copy of an Activities Summary Report: January/February 1991 from the Delinquency Prevention Commission received February 14, 1991.
- A carbon copy of a letter to Mr. Bob Fisher, Director, the San Francisco Foundation, from Mayor Art Agnos, received February 20, 1991, affirming his support for the Intergroup Clearing House proposal on preventing and responding to hate violence; and requesting the Foundation's continual funding for the project during the next two years.

- A copy of an invitation to honor the winners of the "Dr. M.L. King Jr. Lives" essay contest, Sunday, February 24, 1991, 3:00 to 5:00 P.M. at the San Francisco Baha'i Center, 170 Valencia Street.
- A newspaper clipping, entitled "S.F. Schools' New Plan for Ethnic Studies", S.F. Chronicle, dated February 13, 1991.

Waiver Granted

LBE bid preference waiver to the Public Utilities Commission: Utilities Engineering Bureau to award a \$23,000 contract for the Calaveras Pipeline Bid has been granted February 11, 1991.

Waiver Denied

MBE/WBE Waiver denied to the Airport Commission to award a contract to not exceed \$165,000 to Professional Consulting Services - Parking denied February 21, 1991 because modifications require proprietary capabilities to complete the changes.

REPORT OF THE CHAIRPERSON

There will be a reception honoring the new Director Edwin Lee on March 12, 1991, at the Delancey Street Embarcadero Triangle.

Pan Am Airlines has announced the end of flight restrictions against Iraqi and other Arabic nationals.

Commissioner Jaber reported that she attended a day of remembrance for Japanese-Americans in Oakland. As a speaker, Commissioner Jaber spoke regarding the hate violence exhibited towards Arab Americans.

On February 24, 1991, Commissioner Jaber attended a dinner honoring Commissioner Vivian Hallinan given by the Veterans of the Abraham Lincoln Brigade for Commissioner Hallinan's civil rights activity.

DIRECTOR'S REPORT

Update on Relocation to 1170 Market Street

April 1, 1991 is the targeted move-in date for the HRC office relocation. Electrical wiring and building of cubicles have been completed. Planning sessions for equipment and office assignments are continuing in preparation for the move.

HRC Budget (FY 1991-92) Update

The baseline HRC Budget (FY 1991-92) was submitted to the Mayor's Office. However, the Human Rights Commission has received an additional 2 1/2 weeks to submit changes to the baseline budget in order for the new Director to become familiar with critical HRC budget issues and to address these concerns.

Public Relations Issues

An HRC "Overview" and factsheet have been included in the Commissioners' mailing packets. At the next Commission meeting, discussion will be focused on reviewing the current HRC brochures and draft ideas will be presented to update brochures and develop additional informational pamphlets to the public.

Next HRC Neighborhood Meeting

The next HRC neighborhood meeting will be in the Bayview Hunter's Point neighborhood on April 11, 1991. Staff is working on the planning for the Commission meeting to ensure that thirty-days notice is posted, that appropriate public actions and newspapers are contacted, and community organizations and the public are invited to attend. Jacquie Hale, staff, is continuing to add names and addresses to a roster in developing a comprehensive community list for the planning of a Human Rights Commission neighborhood meeting.

Other Matters

Director Lee reported that letters were sent to the San Francisco Airport Commission and to individual airlines from the Director's Office to encourage responsible action by airlines to counter hysteria against persons of Iraqi or Arabic ancestry. The San Francisco Human Rights Commission's letters to Pan Am and other airlines contributed to the lifting of the ban against travel restrictions directed toward Iraqi people.

Guest Speaker: Fred Persily

Fred Persily, Intergroup Clearinghouse, reported on the progress of the current project to develop an integrated system in dealing with hate violence in San Francisco. The Human Rights Commission has contracted for Mr. Persily's services in the implementation of a comprehensive program to discourage and document incidents of hate violence crimes. The program is composed of four committees: The Legal Committee, The Education/School Committee, the Community Education/Media Committee, and The Community Organization Committee.

The primary aim is to limit the impact of hate violence crimes by providing assistance and resources to victims. The documentation of cases of hate violence ensures that community agencies are informed and accountable in meeting the needs of victims. An important component of the program is that all the community agencies and the public meet to share resources, information and plans to prevent hate violence crimes.

MBE/WBE/LBE ADVISORY COMMITTEE

Automated Data Reporting System

Chris Baldo and Vicky Zimpel presented a report on the Automated Data Reporting System that is being used to record the MBE/WBE/LBE statistics for City contracts. The system used is the Local Area Network (LAN); the presentation included visual slides and a question and answer session. The advantages of using the computer system would be an improved capability to access information, to analyze statistics, and ascertain progress for the Minority/Women/Local Business Enterprise contracts.

MBE/WBE/LBE Ordinance Progress Report FY 1989-90

Jerry Davis and Jacquie Hale presented an overview of the Minority/Women/Local Business Enterprise Ordinance II Progress Report for Fiscal Year 1989-90. The report will be presented to the Board of Supervisors on Friday, March 1, 1991, for review.

Jerry Davis and Jacquie Hale explained the first six sections of the report:

- (1) City contracting and MBE/WBE participation,
- (2) Certifications,

- (3) Wavlers,
- (4) Outreach and technical assistance,
- (5) Departmental good faith efforts, and
- (6) HRC computerized reporting system.

Jerry Davis and Jacquie Hale then answered questions concerning the report.

Commissioner Chinn and Director Lee presented section (7) Recommendations for discussion and adoption by the Commission. The HRC discussed the following changes to improve the enforcement of the Ordinance and to better achieve its purposes:

- (1) Review by HRC of large Requests for Proposals (RFP) for the possibility of breaking the project into smaller units - adopted.
- (2) Reevaluation of which professions/trades should receive a bidding preference - adopted.
- (3) Definition of professional services contracts - adopted.
- (4) Redefining the joint venture participation requirements to prevent MBEs and WBEs from acting as "fronts" for majority owned firms - adopted.
- (5) Providing additional Incentives for majority-owned businesses to joint venture with MBEs and WBEs - adopted.
- (6) Requiring departments to implement nondiscriminatory selection processes - adopted.
- (7) Amending the Local Business definition - not adopted.
- (8) Increasing the penalties for violations of Chapter 12D - not adopted.
- (9) Establishing definite waiver procedures - adopted.
- (10) Certification denial procedures - adopted.
- (11) Revocation of certification - adopted.
- (12) Economically disadvantaged business definition - not adopted.
- (13) Ownership issues - adopted.
- (14) Amending the definition of office - not adopted.
- (15) Departmental good faith efforts - adopted.

The Commissioners reviewed the recommendations, adopted, modified or rejected the proposed recommendations. The specific language in the recommendation for requiring departments to implement nondiscriminatory selection processes (Number 6) was modified by deleting the word "only" and adding the word "include", as suggested by Commissioner Gillette. Also the words "Stop and/or" was added before the word "intervene."

Commissioner Sammon departed at 11:10 A.M.

The local business definition (Number 7) was not adopted because City Deputy Attorney Lisa Maglio advised that the recommendation was unconstitutional and not defined appropriately to meet legal standards.

The recommendation for increasing the penalties for violations of Chapter 12D (Number 8) was not adopted because more evidence or substantiation that there is an existing pattern of violations for Chapter 12D is necessary prior to establishing specific penalties for violations.

The recommendation for the economically disadvantaged business (Number 12) definition was not adopted because the Commissioners asked that further review and discussion within the MBE/WBE/LBE Advisory Committee be continued so that the definition can be adequately developed prior to presentation.

The recommendation for the definition of "office" (Number 14) was not adopted because the intent of the Ordinance that an office is required in San Francisco was changed so that a principal office was required. Such a change did not conform with the original intent and was rejected by the Commission.

***m/s/c moved (Graff), seconded (Martin) to accept the MBE/WBE/LBE Progress Report, FY 1989-90 and adoption of Recommendations; motion passed unanimously.

Public Comment:

Three speakers came before the Commission and expressed their views regarding the MBE/WBE/LBE Ordinance Progress Report FY 1989-90.

1. LaVerda Allen advocated that professional design firms in following joint venture participation requirements have the term "in association with" be accepted as a modification in the requirements. In terms of joint venture preference, Ms. Allen supported more than a seven and one-half percent (7.5%) preference. As for the selection committee, an ethnically balanced committee is important. Also a process to evaluate the criteria for the composition of the selection committee should be examined further.
2. Ted Wang, Coalition for Economic Equity, stated that the Ordinance was not working and gave broad powers to City departments. City departments are not making good faith efforts; minorities and women often do not reach the bidding stage. Mr. Wang's recommendation to the Board of Supervisors is to have a set-aside of funds, limited in time and scope for minorities and women. The set-aside is not unconstitutional and would serve as a remedy. The process and details could be developed in cooperation with Director Lee and the Human Rights Commission.

Commissioner Martin departed at 11:40 A.M.

3. Alice Herndon, Port of San Francisco, requested that the MBE/WBE/LBE Progress Report FY 1989-90 reflect accurately the statistics for contracts that the Port of San Francisco is awarding in terms of certified and non-certified MBE groups. On subsequent reports, including a chart of registered firms to facilitate good faith outreach efforts in addition to the current list of certified firms would assist City departments.

Director Lee considered the language modification of "in association" as a friendly addition to the proposed recommendation in defining joint venture (Number 4). All other suggestions and recommendations from the speakers will be discussed in future ongoing MBE/WBE/LBE Advisory Committee meetings.

***m/s/c moved (Graff), seconded (Bermudez) a motion to table further discussion due to the time constraints and to continue the remainder of Committee reports at the next Commission meeting; motion passed unanimously.

NEW MATTERS

Director Lee requested approval of the Memorandum of Understanding between the Mayor's Office of Community Development (MOCD) and the Human Rights Commission for the contract compliance Annual Work Program.

***m/s/c moved (Graff), seconded (Bermudez) approval of the Memorandum of Understanding between MOCD (Mayor's Office of Community Development) and the Human Rights Commission; motion passed unanimously.

CALENDAR MATTERS

The next Commission meeting will be on Thursday, March 14, 1991, 9 A.M. at the Fire Department Headquarters, 260 Golden Gate Avenue.

STANDING COMMITTEES

EMPLOYMENT	Thursday, March 7, 1991 9 a.m. Room 110-B War Memorial Veterans Building 401 Van Ness Avenue
ISSUES	Tuesday, March 19, 1991 9 a.m. HRC, Room 509 1095 Market Street
LESBIAN/GAY ADVISORY	Tuesday, March 19, 1991 5:30 p.m. Room 110-B War Memorial Veterans Building 401 Van Ness Avenue
MINORITY/WOMEN/LOCAL	Thursday, March 21, 1991 5:30 p.m. Room 110-B War Memorial Veterans Building 401 Van Ness Avenue
YOUTH AND EDUCATION	Thursday, March 21, 1991 3:30 p.m. Main Conference Room, Room 247 Youth Guidance Center 375 Woodside Avenue

REMARKS FROM THE AUDIENCE

There were no remarks from the audience.

ADJOURNMENT

Commissioner Jaber adjourned the meeting at 12:05 p.m.

Respectfully Submitted,

Edwin M. Lee
Director

By: Carolyn Hom
Representative

EML:CH:ad
3/7/91

[FEB. 28, 1991]Minutes

City and County of San Francisco



Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

M E E T I N G N O T I C E

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PUBLIC LIBRARY

MEETING OF: Human Rights Commission

DATE: Thursday, April 11, 1991

TIME: 6:00 P.M.

PLACE: Southeast Community Facility (wheelchair accessible)
1800 Oakdale Avenue

PURPOSE: Special Meeting of the Human Rights Commission
in the Bay View-Hunter's Point neighborhood

(part of a continuing series of special meetings of
the Human Rights Commission in various San Francisco
neighborhoods)

NOTE: There will be special time set aside on the meeting's
agenda to hear particular concerns of the neighborhood
and its residents

CONTACT: For more information, please call Jacquie Hale,
Community Relations Coordinator, 558-4902 (TDD available)
(fax: 431-5764)

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**HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
1170 Market Street, Suite 500
San Francisco, CA 94102-4908
(415) 252-2500 (TDD Available)**

MINUTES OF THE MEETING OF THURSDAY, APRIL 11, 1991 **DOCUMENTS DEPT.**

NEXT MEETING*

JUN 5 1991

**SAN FRANCISCO
PUBLIC LIBRARY**

**DATE: Thursday, April 25, 1991
TIME: 4:30 p.m.
PLACE: 1155 Market Street
4th Floor, Conference Room
San Francisco, CA 94103**

***PLEASE NOTE NEW TIME AND LOCATION**

ROLL CALL

Commission Chair May Jaber called the meeting to order at 6:10 p.m. at the Southeast Community Facility in the Bayview-Hunters Point.

Roll Call was taken and a quorum was determined to be present.

Commissioners

Present: Adrian Bermudez, Jr., Lenore Chinn, Frankie J. Gillette, Leonard Graff, May P. Jaber, Karen Kai, Lucile Lockhart, and Lawrence B. Martin.

Excused: Vivian Hallinan and Peter J. Sammon.

HRC Staff

Present: Edwin M. Lee, Director; Adelbert L. Campbell, Deputy Director; Frank Anderson, Larry Brinkin, Linda Chin, Jerry Davis, James Fields, Bayard Fong, Jacquie Hale, Donald Hesse, Carolyn Hom, Conchita M. Huff, Norm Nickens, Richard Norton, Nathaniel Mason, Gail Roberts, Panetta Scott, David Treanor, Kevin Williams, and Gary Wong.

Guests

Present: Sam Murray, New Bayview Committee; Kevin F. Shelley, Board of Supervisors; and Dr. Eddie C. Welbon, Jr., San Francisco African American Joint Education, Business and Economic Development Commission of the Bay Area. (See Attachment A)

APPROVAL OF MINUTES

The Minutes of March 28, 1991 were reviewed by the Commissioners.

Commissioner Lockhart, Chair of the Issues Committee, asked if a date has been set for the Ritz-Carlton Hotel to report on the result of their hiring procedures, including the number and percentages of minority employees being hired. In response, Director Edwin Lee indicated that the Ritz-Carlton Hotel will be invited to the next Commission meeting, which is to be held on the 25th of April.

Commissioner Lockhart commented that under Unfinished Business on Page 7, the remarks state, "Commissioner Jaber noted that Commissioner Martin will be scheduling a meeting for the Employment Committee as soon as possible." The Minutes should indicate that Commissioner Martin will call a meeting with a committee consisting of Commissioners Graff, Gillette, Sammon, Martin, and Jaber to set some guidelines for the Director.

***m/s/c moved (Lockhart), seconded (Jaber) to approve the Minutes of March 28, 1991, as amended; motion passed unanimously.

COMMUNICATIONS

- A copy of a letter to Women General Contractors and Subcontractors, from Gary Wong, Contract Compliance Officer dated March 7, 1991, regarding bidding on MOCD and MOH construction project and information for a workshop on April 8, 1991.
- A flyer from the Agency for International Development, dated March 8, 1991, regarding USAID hosting a business opportunities conference in San Francisco on May 9, 1991.
- To Edwin M. Lee, Director, from Gwen Kaplan, Small Business Advisory Commission, a letter dated March 25, 1991, thanking Director Lee for meeting with the Small Business Advisory Commission and sharing ideas concerning business in San Francisco.
- A flyer from the Mission Cultural Center, received March 27, 1991, for the event entitled "Occupation and Resistance" from April 6 through April 27, 1991.
- To the Human Rights Commission, from Scott Shafer, Office of the Mayor, a FAX communication dated March 27, 1991, announcing "Agnes Vetoes Second War Resolution."

- A flyer from La Raza Graphics Center, received March 28, 1991, for an art exhibit entitled "Caras Familiares Familiar Faces" by Juan Fuentes from April 6 through May 18, 1991; the opening reception is on April 13, 1991, 6:30 p.m.
- To Edwin M. Lee, Director, from Lawrence M. Donoghue, Attorney United Airlines, a letter received March 28, 1991, responding to Director Lee's letter of February 21, 1991, and advising that United Airlines, Inc. does not have a policy of denying or restricting the use of services or facilities by members of the general public on the basis of race, religion, national origin or ancestry.
- From Commissioner May P. Jaber, Chair, to John L. Taylor, Clerk of the Board, a letter dated March 28, 1991, in support of the proposal to raise the amount of the fine for blocking curb cuts and other access areas for persons with disabilities from twenty dollars (\$20) to one hundred dollars (\$100).
- To the Human Rights Commission, from Art Silverman, Office of the Mayor, a FAX communication dated April 1, 1991, announcing Mayor Agnos will swear in new members to the War Memorial Board and the Asian Art Commission at a ceremony on April 2, 1991.
- From Edwin M. Lee, Director, to all Human Rights Commission staff, a memorandum dated April 2, 1991, establishing procedures for a chron file for the Human Rights Commission.
- To the Human Rights Commission, from Art Silverman, Office of the Mayor, a FAX communication, dated April 3, 1991, announcing that Mayor Art Agnos will address community and social service leaders at a kickoff reception for Community Development Week on April 4, 1991, at 5:30 p.m. at the Delancey Street Foundation, to celebrate the Community Development Block Grant (CDBG) program.
- To the Human Rights Commission, from Scott Shafer, Office of the Mayor, a FAX communication, dated April 4, 1991, announcing Mayor Art Agnos proclaims April 15-28 Earthquake Preparedness Weeks in San Francisco.
- A flyer from the Potrero Hill Neighborhood House announcing a flea market and bazaar on April 13, 1991, at 953 DeHaro Street from 10 a.m. to 4 p.m.

COMMISSION WELCOMED TO SAN FRANCISCO COMMUNITY COLLEGE CAMPUS

Mr. Sululagi Palega, Vice President of Southeast Community Commission, welcomed the Human Rights Commission, staff, and guests to the Southeast Community Facility in the Bayview Hunters Point Neighborhood. He stressed the importance of listening to the problems plaguing the neighborhood.

REPORT OF THE CHAIR

Commissioner Jaber, Chair, introduced City department representatives attending the meeting. Commissioner Jaber expressed her appreciation for the large audience and expressed her thanks in having the use of the Southeast Community Facility.

Commissioner Jaber then discussed the recent relocation of the HRC's office to 1170 Market Street. She expressed thanks to David Treanor for a job well done.

Commissioner Jaber described the broad experience that Director Edwin Lee brings to the Human Rights Commission.

Commissioner Jaber confirmed that letters were sent to the Los Angeles Police Commission and to Mayor Tom Bradley expressing outrage regarding the Rodney King incident and recommending implementing changes in police procedures. Also the Commission and staff met with John Keker, S.F. Police Commission, to initiate discussion concerning HRC's role in various police issues.

REPORT OF THE DIRECTOR

Update on Ritz-Carlton Hotel

Director Lee reported that at the conclusion of the Commission meeting on March 28, 1991, the representative of the Ritz-Carlton Hotel was requested to respond regarding the willingness and ability of the hotel to provide workforce breakdown information to the Commission. On Monday, April 1, 1991, the Board of Supervisors reviewed the initial report from the Commission concerning the Ritz-Carlton Hotel and postponed passing the resolution welcoming the hotel until next Monday. Further information regarding the hotel will be submitted to the Board of Supervisors for review. Commissioner Graff inquired as to the follow-up in scheduling a meeting with representatives of the hotel, the HRC Director, and staff concerning the issue of sexual orientation discrimination as it relates to employment at the Ritz-Carlton Hotel. Director Lee responded that a letter has been sent to the hotel requesting that the employment issues be addressed and that workforce information be sent to the Human Rights Commission before the April 25th Commission meeting.

A referral list of names of potential employees from the Ella Hill Hutch Center and the Young Community Developers was also included in the follow-up letter to the Ritz-Carlton.

Next Meeting Site

The next Commission meeting will be held at 1155 Market Street, in the 4th Floor conference room on April 25, 1991, at 4:30 p.m. Exploration will continue in determining possible options for a permanent meeting site for the Commission.

EMPLOYMENT COMMITTEE

Update on the Select Committee on African American Parity

Commissioner Lawrence Martin, Employment Committee Chair, made some introductory remarks about the Select Committee for African American Parity (SCAAP). He indicated that the program had been moving slowly because of the lack of funds but that the Mayor had made a commitment to continue the program next year. He then introduced Deputy Director Adelbert L. Campbell and Project Director James Fields, who gave a detailed update on the status of the program.

Director Lee noted that Supervisor Kevin Sheiley was in attendance and asked him to speak to the meeting. Supervisor Shelley briefly addressed the Board of Supervisors' role in enforcing the MBE/WBE Ordinance and expressed his support of the Commission.

***m/s/c moved (Martin), seconded (Graff), to accept the Employment Committee report; motion passed unanimously.

Commissioner Gillette arrived at 6:30 p.m.

ISSUES COMMITTEE

Commissioner Lockhart, Chair, described the topics of concern covered by the Issues Committee which include the following:

- Police Relations
- Protection of the Rights of Immigrants
- Affordable Housing and Homelessness
- Reduction of Hate Violence and Hate Crimes

Commissioner Sammon, a committee member, has worked closely with the San Francisco Police Department regarding the issue of discipline for police officers.

The next Issues Committee meeting is scheduled for Tuesday, April 16, 1991, for 9:00 a.m. at the Human Rights Commission Office at 1170 Market Street.

Don Hesse, Coordinator, presented an overview of the Hate Violence Program formed by the Human Rights Commission and the Intergroup Clearing House in cooperation with the Coalition for Civil Rights in January 1990. The subcommittees for the Hate Violence Reduction Program are:

- Legal Committee
- Community Committee
- Community Education and Outreach Committee
- School Committee

Interested volunteers can contact Don Hesse or Panetta Scott of the Human Rights Commission at 252-2500 to participate in the Hate Violence Reduction Program.

***m/s/c moved (Lockhart) and seconded (Martin) to accept the Issues Committee report; motion passed unanimously.

LESBIAN/GAY ADVISORY COMMITTEE

There was no formal committee report.

Commissioner Chinn announced that the Lesbian/Gay Advisory Committee is now composed of 15 members and 2 Commissioners, and is ethnically and racially diverse. She also added that a meeting is scheduled every third Tuesday of each month at 5:30 p.m. at 1170 Market Street. The meetings usually run from one and a half to two hours.

Norm Nickens briefly discussed the federal Care Bill. San Francisco is receiving an additional 6.3 million dollars for AIDS services.

***m/s/c moved (Chinn), seconded (Bermudez), to accept the Committee report; motion passed unanimously.

MBE/WBE/LBE ADVISORY COMMITTEE

The Committee Chair, Commissioner Leonard Graff indicated that the Committee has been discussing changes to the Ordinance. He gave his opinion that at the current time, however, no one has been doing a very good job with this program including the departments, the Board of Supervisors, the HRC, and the Mayor. Next year, he is hoping to get this program off the ground - to where it is intended to be. He needs public input. The next MBE/WBE/LBE Advisory Committee meeting will be on Tuesday, May 21, 1991, at 5:30 p.m. (location not decided).

****m/s/c moved (Graff), seconded (Chinn); motion passed unanimously.

YOUTH AND EDUCATION COMMITTEE

Commissioner Kai, Vice Chair, reported on the projects of the Youth and Education Committee. Commissioner Hallinan, Chair, could not attend tonight's meeting because of her activities with the Nicaragua Sister City Program. The Committee is finishing follow-up of past issues and determining future issues for upcoming agendas.

A recent major project was the report on the disparate treatment of African American students in the San Francisco Unified School District developed by the Human Rights Commission. Gail Roberts, Coordinator, will be involved with the state's compliance review panel for San Francisco. She will be part of the debriefing committee; the disproportional representation of African American students in special education classes will be examined.

The Committee has met with other commissions working in the area of juvenile justice issues. One concern is that a predominant portion of African American juveniles charged with a crime are not released on their own recognizance. A recent meeting with the Delinquency Prevention Commission, the Juvenile Justice Commission, and the Juvenile Probation Commission was intended to analyze the jurisdiction of various groups and to open lines of communication.

Commissioner Kai requested that the Commission vote on the approval of the appointment of Jill Odom as a member of the Youth and Education Committee.

***m/s/c moved (Kai), seconded (Lockhart) to approve the appointment of Jill Odom as a member of the Youth and Education Committee; motion passed unanimously.

***m/s/c moved (Kai), seconded (Martin) to accept the Youth and Education Committee report; motion passed unanimously.

BAYVIEW-HUNTERS POINT NEIGHBORHOOD

Speakers representing the Bayview-Hunters Point neighborhood spoke to the Commission to express concerns affecting the community. The major issues cited included:

- Major problems in providing affordable housing exist with the San Francisco Redevelopment Agency and the San Francisco Housing Authority.

- City contracts are generally not awarded to minority contractors in the Bayview-Hunters Point neighborhood.
- Concerns were raised regarding the Human Rights Commission staffing assignments.
- African American youth are experiencing racism in the City's high schools, Youth Guidance Center, and social service agencies.
- Employment discrimination is a continuing problem for minorities and women; affirmative action for the African American community is sought.
- The Bayview-Hunters Point area receives low priority consideration from governmental agencies.
- Toxic waste creates environmental problems in the area.

The two guest speakers were Mr. Sam Murray, President, New Bayview Committee, and Dr. Eddie C. Welbon, Jr., President, San Francisco African American Joint Education, Business and Economic Development Commission of the Bay Area.

Mr. Murray requested that the Human Rights Commission support People's Earth Day 1991 at Bayview-Hunters Point on April 27th. Also, Mr. Murray recommended that community leaders be invited to participate in any negotiations that the City is planning with the Navy regarding the Hunters Point shipyard area.

***m/s/c motion (Kai), seconded (Martin) to consider the request for an Earth Day letter as an emergency matter; motion passed unanimously.

***m/s/c motion (Gillette), seconded (Martin) to endorse Earth Day and send a letter to the Board of Supervisors and the Mayor concerning Earth Day concerns; motion passed unanimously.

Dr. Eddie C. Welbon, Jr., denounced the small numbers of contracts awarded in the Bayview-Hunters Point (less than 1%); urged affirmative action to counter discrimination; and wants HRC to be an "Oversight Committee" to monitor activities in San Francisco. Also, he asked that the Commission investigate possible monetary abuses related to housing allocation projects and the current status of the cross town tunnel project.

Speakers from the audience reiterated common themes earlier stated by Mr. Murray and Dr. Welbon. Highlights of the speakers are as follows:

- (1) Mr. Sam Williams, S.F. Quality of Life Network, reviewed the results of the MBE/WBE/LBE Progress Report, June 30, 1990, urging change and asked that support be given to the Hunters View "Resident Management Council."

- (2) Mr. Ace Washington, WAPAC, discussed the history of economic development in the San Francisco Western Addition district; very few Black businesses are in operation in the area. He announced the date for a public hearing for the S.F. Redevelopment Agency on May 4th at 2:00 p.m.
- (3) Mr. Jim Mangia, PFP, spoke upon request from Mr. Sam Murray; he supported changes that will benefit the community.
- (4) Ms. Jewel Green, Resident Management Council, Inc., expressed concern that asbestos clean-up was conducted in the neighborhood without notification or warning; she wants proper action that "promotes the human rights of all people."
- (5) Ms. Barbara Meskvnas, District 7 Democratic Club, asked the Commission whether the S.F. Housing Authority is exempt from the ordinance laws and regulations of the Human Rights Commission; she requested a letter to clarify the jurisdiction of HRC. Also, a question regarding the bid preference process was directed towards the Commission. Director Lee will meet with Ms. Meskvnas to answer these questions.
- (6) Ms. Louise Vaughn, Coalition for African American Grandparents Who Care, noted that many social service agencies do not provide adequate services and protection to abused children; she urged that HRC support the community.
- (7) Dr. Francis J. Clauss, Coalition of San Francisco Neighborhoods, described the S.F. Housing Authority's negative impact concerning human rights; he asked for HRC's support in reviewing the policies of the Housing Authority.
- (8) Mr. Raymond Martin, Young Community Developers, described his experiences with the discriminatory practices of employers.
- (9) Ms. Espanola Jackson, District 7 Democratic Club, expressed concern with the current progress of the Commission's involvement in the community and inquired regarding the number of African Americans employed by the Human Rights Commission.
- (10) Mr. Harold Brooks cited past Black activists and community organizations during the 1960's that contributed to the formation of the Human Rights Commission. He advocated that people should not be excluded from access to political, educational, and economic opportunities.
- (11) Mr. Willie Ratcliff, Liberty Builders, described the adverse impact of "systemic discrimination" on minority business contracting enterprises; he urged the community and the Commission to work together in improving the opportunities for minority contractors.

- (12) Ms. Sandra Brown, community activist, described her charges of racism and sexual harrassment experienced during her work as a Muni bus driver; she asked the Commission to review her case.
- (13) Ms. Lulann McGriff, NAACP, reviewed numerous human rights issues that the Commission should continue to address; she emphasized that discriminatory practices in the City should be investigated and abolished. Major issues cited included problems with the S.F. Housing Authority, the Civil Service Commission, the Police Department, and the improvement of business and contracting opportunities.
- (14) Dr. William P. Marquis, President, San Francisco Senators, Inc., requested the support of the Commission in crafting a Minority and Women Business Enterprise (MBE/WBE) policy for City College of San Francisco. He expressed concern that the faculty should be ethnically balanced and that minorities and women be reflected in the contracts awarded.
- (15) Mr. Michael Harris, SFLCUA, requested the Commission to draft a resolution to support the Civil Rights Act of 1991; Director Lee responded that the issue will be reviewed by the HRC Issues Committee for consideration.
- (16) Mr. Grady Lievett, Bayview-Hunters Point resident, described community needs including leadership and better police protection.

Commissioner Jaber, Chair, indicated that Director Lee has met with Mr. Murray and Dr. Welbon to discuss concerns of the Bayview-Hunters Point neighborhood. For the next Commission meeting, Director Lee and staff will investigate the status of the San Francisco Housing Authority in providing assistance to the public.

Commissioner Jaber and Martin invited the audience to attend future Commission meetings.

UNFINISHED BUSINESS

Commissioner Martin requested that a letter be sent to the Los Angeles City Council expressing condemnation of the incident of police brutality against Mr. Rodney King and asking for resignation of Police Chief Gates. Director Lee commented that the letter has been drafted and will be mailed after the signature.

Commissioner Gillette apologized for being late to the April 11th meeting and informed the Commission that she had been at the Ritz-Carlton Hotel. Her visual survey of the hotel staff indicates that she did not see any significant evidence of minorities and women hired, although there were women, (in evidence) in the hiring process of the Ritz-Carlton. She urged the Commission to exert continual pressure for hiring minorities and women.

At the April 25th meeting, the Commission will go into Executive Session. The location of the April 25th meeting is at 1155 Market Street, 4th Floor, Conference Room.

CALENDAR MATTERS

The next Commission meeting will be on Thursday, April 25, 1991, at 4:30 p.m. at 1155 Market Street, 4th Floor, conference room.

STANDING COMMITTEES

EMPLOYMENT	Thursday, April 18, 1991 9:00 a.m. Room 110-B War Memorial Veterans Building 401 Van Ness Avenue
ISSUES	Tuesday, April 16, 1991 9:00 a.m. HRC, Library - 5th Floor 1170 Market Street
LESBIAN/GAY ADVISORY	Tuesday, April 16, 1991 5:30 p.m. HRC, Library - 5th Floor 1170 Market Street
MINORITY/WOMEN/LOCAL BUSINESS ENTERPRISES	Tuesday, May 14, 1991 5:30 p.m. Site to be announced.
YOUTH AND EDUCATION	Thursday, April 18, 1991 3:30 p.m. HRC, Library - 5th Floor 1170 Market Street

ADJOURNMENT

Commissioner Jaber adjoured the meeting at 9:32 p.m.

Respectfully Submitted

Edwin M. Lee
Director

By: Conchita M. Huff
Commission Secretary

EML:CMH:CH:ad:bct
4/19/91

[APR. 11, 1991]AD

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
1170 Market Street, Suite 500
San Francisco, CA 94102-4908
(415) 252-2500 (TDD Available)

MINUTES OF THE MEETING OF THURSDAY, APRIL 25, 1991

NEXT MEETING*

DATE: Thursday, May 9, 1991

TIME: 4:30 P.M.

PLACE: Continental Building
1155 Market Street
4th Floor Conference Room
San Francisco, CA

DOCUMENTS DEPT.

JUN 5 1991

SAN FRANCISCO
PUBLIC LIBRARY

*PLEASE NOTE TIME AND LOCATION

Commission Chair May Jaber called the meeting to order at 4:36 p.m.

Roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: Adrian Bermudez, Jr., Lenore Chinn, Frankie J. Gillette, Vivian Hallinan, May P. Jaber, Karen Kai, Lucile Lockhart, Leonard Graff, and Peter J. Sammon.

Excused: Lawrence B. Martin.

HRC Staff

Present: Edwin M. Lee, Director; Adelbert L. Campbell, Deputy Director; Frank Anderson, Linda Chin, Jerry Davis, James Fields, Bayard Fong, Jacquie Hale, Donald Hesse, Carolyn Hom, Conchita M. Huff, Zula Jones, Nathaniel Mason, Norman Nickens, Richard Norton, Gail Roberts, David Treanor, Gary Wong and Vicky Zimpel.

Guests: Mariam Morley, City Attorney's Office; Del Price, Board of Supervisors; and C. Roberts, Young Community Developers.

APPROVAL OF MINUTES

Commissioner Gillette, Vice-Chair of the Employment Committee, corrected the statement in the April 11, 1991 Minutes (page 11), about the Ritz-Carlton, which says: "... visual survey of the hotel staff indicates that there is little evidence of significant hiring of minorities and women." The corrected statement is: "She did not see any significant evidence of minorities being hired, although there were women, (in evidence) in the hiring process of the Ritz-Carlton."

***m/s/c moved (Sammon), seconded (Jaber) to approve the minutes of April 11, 1991, as amended; motion passed unanimously.

COMMUNICATIONS

- An invitation to Bay Area Social Service Workers and Friends, from S.F. State University Social Work Department - Students and Faculty, dated March 22, 1991 for a conference "After the Storm: Addressing the Social Costs of War and Militarism" on Friday, May 3, 1991.
- A newspaper clipping, from the Bay Times entitled "Lambda Legal Team Defenseless Over Miss Saigon Protest," dated April 1, 1991.
- To the Human Rights Commission, from Scott Shafer, Office of the Mayor, a FAX communication dated April 10, 1991, announcing "Mayor Wants to Overhaul Water Rationing System".
- A flyer, received April 10, 1991, inviting all residents to a community meeting on the 1992 Community Development Program from Mayor Art Agnos and the Citizens Committee on Community Development.
- To Edwin M. Lee, Director, from Preston W. Kelley, District Director, a letter received April 12, 1991, indicating that Caltrans has no direct control over the prime contractor's hiring of personnel working on construction projects; the prime contractor is Superstructures, Inc.
- To the Human Rights Commission, from Scott Shafer, Office of the Mayor, a FAX communication dated April 12, 1991, announcing "Agnos Upbeat on Base Closure News".
- A newsletter from the California Association of Human Rights Organizations (CAHRO) received April 15, 1991, for the month of April.
- From Don Hesse, Coordinator, to Marcelo Rodriguez, S.F. Weekly, a letter dated April 15, 1991, stating that Chapter 12 of the San Francisco Administrative Code (City of Refuge Ordinance) specifically prohibits any department, officer or employee of the City of San Francisco from assisting or cooperating with the INS in any investigations related to immigration status of individuals in San Francisco.

- From Jacquie Hale, Coordinator, to Susan Herbert, San Francisco Independent, a letter dated April 16, 1991, regarding an enclosed calendar announcement for the next Commission meeting and expressing thanks for publishing the meeting announcements.
- To the Human Rights Commission, from Art Silverman, Office of the Mayor, a FAX communication dated April 17, 1991, announcing "New Towaway Law for Sidewalk Access Ramps".
- A copy of the Calendar for "Meeting of Administration and Oversight Board of Supervisors City and County of San Francisco" received April 17, 1991.
- An invitation from the San Francisco Redevelopment Agency for an Open House on April 18, 1991, at 770 Golden Gate Avenue, 3:00 p.m. to 6:00 p.m.
- To Community Agencies, from Frank Anderson, Contract Compliance Officer II, a letter dated April 18, 1991, regarding developing employment and contracting opportunities, and contacting the prime contractor, Superstructures, Inc.
- An invitation from the Commission on the Status of Women for an Open House on May 3, 1991 at 1170 Market Street, 6th Floor, 3:00 p.m. to 6:00 p.m.
- A flyer from the Coalition for Immigrants, Refugee Rights and Services for an Open House on May 3, 1991, at 995 Market Street, 11th Floor.

Waivers Granted

1. SOLE SOURCE WAIVER for the City Attorney's Office to award a \$100,000 contract annually to WESTLAW, computerized legal research West Publishing Co., as a sole source, granted March 28, 1991.
2. SOLE SOURCE WAIVER for the City Attorney's Office to award a \$59.00 contract to Capitol Weekly for a subscription, as a sole source, granted March 28, 1991.
3. SOLE SOURCE WAIVER for the City Attorney's Office to award a \$62.00 contract to "On the Capitol Doorstep" for a subscription, as a sole source, granted March 28, 1991.
4. SOLE SOURCE WAIVER for the City Attorney's Office to award a \$108.00 contract to Political Pulse for a subscription, as a sole source, granted March 28, 1991.
5. SOLE SOURCE WAIVER for the City Attorney's Office to award a \$24.00 contract to Issues in Law and Medicine for a subscription, as a sole source, granted March 28, 1991.
6. SOLE SOURCE WAIVER for the City Attorney's Office to award an \$18,372.65 contract for library books to specified book publishers, as a sole source, granted March 28, 1991.

REPORT OF CHAIRPERSON

Commissioner Jaber announced that a luncheon is scheduled May 9th to honor Commissioner Lockhart and others.

REPORT OF THE DIRECTOR

Director Lee introduced two guests -- Del Price, Legislative Policy Analyst, Board of Supervisors and Mariam Morley, Deputy City Attorney, City Attorney's Office -- to the Commission.

Director Lee presented an assessment of the April 11th Commission meeting in the Bayview-Hunters Point community. The neighborhood concerns expressed to the Commission will be addressed by the Commission's subcommittees and staff.

Director Lee requested the Commission's approval for a resolution in support of the Civil Rights and Women's Equity in Employment Act of 1991.

*** m/s/c moved (Gillette), seconded (Lockhart) to approve the proposed resolution supporting the Civil Rights and Women's Equity in Employment Act of 1991; motion passed unanimously.

Director Lee recommended changing the date of the proposed Commission meeting in the Castro Street neighborhood to June 13, 1991 instead of June 27th. After some discussion, the Commissioners voted on scheduling the meeting for June 20, 1991.

*** m/s/c moved (Graff), seconded (Chinn) to approve the change for the date of the proposed neighborhood meeting to June 20, 1991. Opposed (Gillette) due to conflict of schedule; motion passed.

Director Lee requested an endorsement in principle from the Commissioners for the redrafting of the letter to the Equal Employment Opportunity Commission (EEOC) concerning the Human Rights Commission's position regarding the EEOC proposed regulations to implement Title I ADA covering employment and individuals with disabilities. An endorsement in principle will facilitate a clear redefinition of specific issues in the letter for public comment to the EEOC on Monday, April 29, 1991.

Commissioner Lockhart recommended that the response regarding the proposed ADA regulations to EEOC be redrafted to reflect the Commission's concerns.

*** m/s/c moved (Gillette), seconded (Chinn) to approve endorsement in principle for the revision of the letter to EEOC regarding HRC's public comments on the implementation of Title I of the ADA; motion passed unanimously.

Director Lee reported that the two amendments to the Human Rights Commission Ordinance for revising membership requirements for HRC subcommittees will be heard on Tuesday, April 30, 1991 before Supervisors Kennedy, Migden and Alioto at the Social Economic Policy Committee meeting.

Director Lee presented an update concerning the current status of the Ritz-Carlton Hotel. Director Lee recommended that the Employment Committee review the present progress of the Hotel and determine what action should be undertaken. Commissioner Sammon briefly discussed the lack of response from the Ritz-Carlton Hotel in answering the Commission's request for meetings and written statistical information.

Director Lee will prepare a second letter to the Employment Committee of the Board of Supervisors. In addition, the Board of Supervisors has sent the issue of the Ritz-Carlton Hotel to its Economic and Social Policy Committee. The Ritz-Carlton will be requested to appear before the Committee.

The HRC task force for the revision of the San Francisco HRC Ordinances is reviewing sections of the Ordinances. Proposed revisions to section 12A has been revised and proposed revisions to section 12B and 12C will be completed in subsequent weeks.

Director Lee reviewed the recent incident of the shooting of a Black customer by an Arab-American grocery clerk in the Bayview Hunters Point neighborhood. He stressed the active role that the Human Rights Commission can play in defusing incipient hate violence emotions directed towards Arab-Americans and assisting the community in resolving any potential problems.

EMPLOYMENT COMMITTEE

Commissioner Gillette, Vice-Chair of the Committee, reported that the Committee is continuing to review employment issues within the hotel industry. The Committee also was involved in the recent drafting of an Americans with Disabilities Act (ADA) letter addressed to the Equal Employment Opportunity Commission (EEOC). James Fields, Committee staff person, discussed the Employment Committee's monitoring of several San Francisco hotels and emphasized that the Committee is not focusing exclusively on any one hotel.

Commissioner Sammon requested that a resolution be passed regarding the Human Rights Commission's concerns with the lack of diverse ethnic representation of all groups in the City for employment and hiring by the Ritz-Carlton Hotel. A request for a breakdown of the workforce has not been met by the Ritz-Carlton Hotel.

*** m/s/c moved (Sammon), seconded (Chinn) approval for a resolution to the Ritz-Carlton Hotel regarding the Human Rights Commission's concerns for the representational hiring of minorities and women, and a request for workforce information; motion passed unanimously.

The Select Committee on African American Parity (SCAAP) will meet on May 8, 1991 to continue their plans for further research.

The next Employment Committee meeting is Thursday, May 2, 1991.

*** m/s/c moved (Gillette), seconded (Lockhart) to accept the Employment Committee report; motion passed unanimously.

ISSUES COMMITTEE

Commissioner Lockhart, Chair of the Committee, reported that the next Issues Committee meeting will be on Tuesday, May 14, 1991. The topics to be discussed include the introduction of new methods to track responsibilities, the criteria for Committee membership, and the concerns cited at the April 11th Bayview-Hunter's Point Commission meeting.

Commissioner Sammon summarized the past achievements of the Issues Committee in working with the Police Department to develop policies in regards to crowd control, intelligence gathering and police personnel discipline issues. Commissioner Sammon noted that the recent HRC meeting with Police Commissioner Kecker to discuss the role of the Human Rights Commission in future committees for review of discipline issues served to heighten the Police Commission's sensitivity to HRC as a resource. One outcome was a response that in the event of a future hearing, there should be a joint hearing involving the Police Commission and the Human Rights Commission.

Commissioner Sammon reviewed the current implementation of the City of Refuge Ordinance which states that City employees and agencies are not to assist the INS. Commissioner Sammon noted that media reports suggesting that the City of Refuge Ordinance is promoting the release of individuals who engage in criminal activity are erroneous. Compliance with the City of Refuge Ordinance is consistent with following proper police procedures.

Don Hesse, Coordinator, presented a progress report reviewing the Hate Violence Reduction Program. Mr. Hesse noted the difficulties encountered in reassembling all the Hate Violence Reduction Task Force members who met initially eighteen months ago. The three primary areas requiring further development by the Intergroup Clearing House and HRC include: (1) improving complaint intake procedures, (2) collecting and analyzing information, (3) recruitment and expansion of board members to reflect the City's diverse population.

*** m/s/c moved (Lockhart), seconded (Sammon) to accept the Issues Committee report; motion passed unanimously.

LESBIAN/GAY ADVISORY COMMITTEE

Commissioner Chinn, Chair of the Committee, reported that the Committee met on April 16, 1991 and Tony Patchell and Mark Freeman, from the Tom Waddell Clinic, presented a report concerning the problems of homeless people who are HIV positive.

Commissioner Chinn and Norm Nickens, Committee Staffer, reported on the Lesbian/Gay Advisory Committee Retreat on April 20th. Also, the Lesbian/Gay Unit is researching and planning drop-in services for discrimination complaints in the Tenderloin to provide accessibility for the homeless. There are plans to offer discrimination complaint services to women at the San Francisco AIDS Foundation (by arrangement). The next Lesbian/Gay Advisory Committee meeting is May 21, 1991 at 5:30 p.m.

*** m/s/c moved (Chinn), seconded (Bermudez) to accept the Lesbian/Gay Advisory Committee report; motion passed unanimously.

MBE/WBE/LBE ADVISORY COMMITTEE

Commissioner Graff, Chair of the Committee, noted for the record that his receipt of written materials immediately before a Commission meeting is "not consistent with past Commission ruling" concerning timely submittals. This was in reference to materials authored by the City Attorney.

Commissioner Graff discussed the recommendations for changes to strengthen the MBE/WBE/LBE Ordinance that were developed at the March 21st and April 19th Committee meetings. Linda Chin, Committee Staffer, presented a summary of the Committee's actions. After a review, the Commissioners voted on the following recommendations for approval:

*** m/s/c moved (Graff), seconded (Kai), abstained (Gillette) due to conflict of interest, to recommend that the HRC review the definition for "Owned" (Sec. 12D.5) and to re-define the term Control included in the adopted Rules & Regulations pursuant to Chapter 12D MBE/WBE/LBE Ordinance of the San Francisco Administrative Code; motion passed.

*** m/s/c moved (Bermudez), seconded (Graff), abstained (Gillette) due to conflict of interest, that the HRC will recommend that the Board of Supervisors amend the Ordinance to increase the penalties on firms for second offense violations and to give the Director the authority to declare the firms ineligible from competing for City Contracts ranging up to 10 years.

*** m/s/c moved (Bermudez), seconded (Graff), abstained (Gillette) due to conflict of interest, to recommend that the Deputy City Attorney for the Human Rights Commission develop a legally viable plan for disciplinary actions that may be applied toward City Department Heads who failed to meet departmental goals and who have willfully violated the MBE/WBE/LBE 12D Ordinance; motion passed.

*** m/s/c moved (Bermudez), seconded (Chinn), abstained (Gillette) due to conflict of interest, to recommend that the Director write an official letter to each Commission or Department Head, regarding the performance of the Commission or the department's MBE/WBE/LBE participation following the issuance of the annual report; motion passed.

*** m/s/c moved (Graff), seconded (Bermudez), abstained (Gillette) due to conflict of interest, to recommend that the Board of Supervisors amend the Ordinance to require all City Commissioners and all Directors of Agencies to attend an hour training session on the MBE/WBE/LBE program sponsored by the HRC; motion passed.

*** m/s/c moved (Graff), seconded (Bermudez), abstained (Gillette) due to conflict of interest, to recommend that the HRC initiate a more aggressive outreach effort to recruit more MBE/WBE's into the program; to provide training sessions and workshops on the City's contractual procedures; and to request additional funds from the Board of Supervisors to implement the outreach program; motion passed.

*** m/c/c moved (Graff), seconded (Chinn), abstained (Gillette) due to conflict of interest to recommend that the HRC shall develop the in-house capability to analyze data to determine which minority groups by products or service line can be included or excluded in the preference program; motion passed.

*** m/s/c moved (Graff), seconded (Chinn), abstained (Gillette) due to conflict of interest, for the HRC to recommend that the Board of Supervisors amend the Ordinance to give power to the HRC to implement changes to include or exclude Minority groups by product or service line in the reference program. The HRC shall give notice of intent to the Board of Supervisors to implement changes based upon findings, and the Board of Supervisors shall have 45 days to overrule the HRC's action; motion passed.

*** m/s/c moved (Graff), seconded (Chinn), abstained (Gillette) due to conflict of interest, for the HRC to recommend that the Board of Supervisors amend the Ordinance to give power to the HRC to implement changes to include or exclude Minority groups by product or service line in the preference program. The HRC shall give notice of intent to the Board of Supervisors to implement changes based upon findings, and the Board of Supervisors shall have 45 days to overrule the HRC's action; motion passed.

*** m/s/c moved (Graff), seconded (Kai), abstained (Gillette) due to conflict of interest, to recommend that the HRC request the Board of Supervisors to provide resources for HRC to acquire the necessary expertise, specifically in the construction, architecture and engineering fields, so recommendations can be developed to reduce projects into smaller sizes; motion passed.

Commissioner Graff requested that the Board of Supervisors receive the MBE/WBE/LBE Advisory Committee's recommendations. Director Lee will send the recommendations to the Board of Supervisors and the City Attorney's office.

The next MBE/WBE/LBE Advisory Committee meeting is scheduled for May 14, 1991 at 5:30 p.m., and the location will be announced at a later date.

Director Lee presented to the Commission a statistical disparity study for the 1989-90 fiscal year of contracts awarded to San Francisco firms. The study reflects the ethnic categories receiving awards, and the study is required annually under the MBE/WBE/LBE Ordinance. Vicky Zimpel, Contract Compliance Officer, discussed the statistical theory applied to determining what is statistically significant in the study. The number 1.96 is considered significant. The Commissioners reviewed the study and voted to submit the study to the Board of Supervisors.

*** m/s/c moved (Graff), seconded (Sammon) to adopt the statistical disparity study for presentation to the Board to Supervisors; motion passed unanimously.

*** m/s/c moved (Graff), seconded (Chinn), abstained (Gillette) due to conflict of interest, to accept the report of the MBE/WBE/LBE Advisory Committee; motion passed.

YOUTH AND EDUCATION COMMITTEE

Commissioner Hallinan, Chair of the Committee, reported that Commissioner Kai sent a letter to Superintendent Ramon Cortines regarding alleged racial tensions at Lowell High School; and a letter was sent to Chief Probation Officer, Fred Jordan, Juvenile Probation Department, regarding asbestos removal at the Youth Guidance Center. Both of these concerns were voiced at the 4/11/91 HRC meeting.

The Committee is writing Assemblywoman Barbara Lee specifying the HRC's positions on school discipline measures pertaining to her bill, AB 2140, which is scheduled for hearing in the Assembly Education Committee on May 8th.

Commissioner Hallinan mentioned that two new school programs, "Jump Start" for preschools and Saturday classes were discussed at the April 18th meeting of the Committee.

Two resolutions were introduced and voted on by the Commissioners.

*** m/s/c moved (Hallinan), seconded (Sammon) to approve the resolution to appoint Margaret King to the Youth and Education Committee; motion passed unanimously.

*** m/s/c moved (Gillette), seconded (Bermudez) to approve the resolution to support adequate state funding for education; motion passed unanimously.

*** m/s/c moved (Hallinan), seconded (Bermudez) to accept the report of the Youth and Education Committee; motion passed unanimously.

NEW BUSINESS

Commissioner Gillette inquired regarding the efforts directed toward publicity for regular Human Rights Commission meetings and neighborhood Commission meetings. Commissioner Bermudez requested that notification of Commission meetings be placed in the local newspapers, including the Independent. Director Lee and staff person Jacquie Hale responded that outreach is comprehensive and use of publicity in newspapers and mailing lists for community groups are already in place.

Commissioner Gillette requested that the April 11th Commission Minutes for the Bayview-Hunters Point neighborhood meeting include a listing of all the guests in attendance.

Commissioner Gillette asked that the Select Committee for African American Parity (SCAAP) members be placed on mailing lists to receive the minutes from all the Human Rights Commission's subcommittees.

CALENDAR MATTERS

The next Commission meeting will be on Thursday, May 9, 1991, at 4:30 p.m. at 1155 Market Street, 4th Floor, conference room.

STANDING COMMITTEES

EMPLOYMENT	Thursday, May 2, 1991 9:00 a.m. HRC - 6th Floor Conference Room 1170 Market Street
ISSUES	Tuesday, May 14, 1991 9:00 a.m. HRC, Library - 5th Floor 1170 Market Street
LESBIAN/GAY ADVISORY	Tuesday, May 21, 1991 5:30 p.m. HRC, Library - 5th Floor 1170 Market Street
MINORITY/WOMEN/LOCAL BUSINESS ENTERPRISES	Tuesday, May 21, 1991 5:30 p.m. Fox Plaza Mezzanine Floor - Suite 230 1390 Market Street
YOUTH AND EDUCATION	Thursday, May 16, 1991 3:30 p.m. HRC, 6th Floor Conference Room 1170 Market Street

ADJOURNMENT

Commissioner Jaber adjourned the meeting at 7:20 p.m.

Respectfully Submitted

Edwin M. Lee
Director

By: Conchita M. Huff
Commission Secretary

EML:CMH:CH:ad:se

Minutes 4/25/91

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MINUTES OF THE MEETING OF THURSDAY, MAY 23, 1991

NEXT MEETING

(PLEASE NOTE THE SPECIAL TIME AND LOCATION FOR THIS NEIGHBORHOOD MEETING)

DATE: Thursday, June 20, 1991

TIME: 6:00 P.M. - 9:00 P.M.

PLACE: Douglass Elementary School
4235 19th Street (between Collingwood
and Diamond, wheelchair accessible)

Commissioner May Jaber called the meeting to order at 4:30 P.M., roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: May P. Jaber, Chair; Lenore Chinn, Frankie J. Gillette, Leonard Graff, Lucile Lockhart, Lawrence B. Martin and Peter J. Sammon.

Excused: Vivian Hallinan and Karen Kai.

HRC Staff

Present:

Edwin M. Lee, Director; Frank Anderson, Linda Chin, Jerome J. Davis, Bayard Fong, Jacquie Hale, Cynthia Goldstein, Norman Nickens, Gail P. Roberts, Mary Gin Starkweather, Gary Wong, Vicky Zimpel.

APPROVAL OF MINUTES

***M (Chinn)/S (Martin)/P approval of the minutes of May 9, 1991, as written.

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Minutes of the Meeting of May 23, 1991

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COMMUNICATIONS

An invitation to the second annual "Celebration of Our Community Awards 1991" from the members of the San Francisco Delinquency Prevention Commission to honor agencies and youth who have made outstanding contributions to our city and our lives, to be held on Wednesday, June 5, 1991, 5:00 P.M. - 8:00 P.M., at 370 Hayes Street.

To Edwin M. Lee, Director, from the Board of Supervisors, a "Policy Analyst Newsletter" for the month of May, 1991.

To the Human Rights Commission from Scott Shafer, Office of the Mayor, a FAX communication dated May 6th, 1991, announcing "Mayor Hails Domestic Partner Health Plan."

To the Human Rights Commission from Art Silverman, Office of the Mayor, a FAX communication dated May 6, 1991, announcing "Mayor to Announce Chinatown Task Force Tomorrow."

To the Human Rights Commission from Art Silverman, Office of the Mayor, a FAX communication dated May 10, 1991, announcing "Agnos Vetoes Pay Raise: We Can't Afford It."

To the Human Rights Commission from Art Silverman, Office of the Mayor, a FAX communication dated May 13, 1991, announcing "Mayor Dedicates Playground for Homeless Kids."

To the Human Rights Commission from Scott Shafer, Office of the Mayor, a FAX communication dated May 15, 1991, announcing "Coalition Kicks Off 'One Neat City' Anti-Litter Campaign."

To the Human Rights Commission from Art Silverman, Office of the Mayor, a FAX communication dated May 16, 1991, announcing "City to Urge Support for Youth Newspaper Carriers."

Pursuant to Section 12.D.13 of Chapter 12D of the Administrative Code the following waivers from the race and gender conscious bid preferences and good faith efforts requirements of the MBE/WBE/LBE ordinance were granted:

1. Sole source waiver for the Asian Art Museum to award a \$36,250 contract, plus 10% contingency, to Lindvall Richter

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Minutes of the Meeting of May 23, 1991
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Associates, granted April 24, 1991.

2. Public health and safety emergency waiver for the Port to award a \$4,275 contract to MARCOR, Inc., granted May 10, 1991.
3. Sole source waiver for the Department of Public Health (STD Control) to award a \$15,000 contract to DM Information Systems, Inc., granted May 10, 1991.

REPORT OF THE CHAIR

At the request of Commissioner Jaber, Ed Lee reported on the Commission's recent meeting with leaders from the Bayview/Hunters Point community. The meeting was called in response to a recent shooting incident involving an Arab-American store owner and an African-American customer. At the meeting, attended by Commissioner Jaber and Director Lee, community leaders expressed their concerns regarding the shooting and related concerns to the Commission. A follow up meeting with representatives from Arab-American store owners is currently being scheduled. The Commission is exploring the possibility of mediating this dispute and community leaders on both sides of the dispute have expressed their appreciation for the Commission's efforts.

Commissioner Jaber informed the Commissioners that Adrian Bermudez, Jr., had been removed from the Commission by the Mayor; the Commission's two current vacancies are expected to be filled in the next few weeks.

REPORT OF THE DIRECTOR

Director Lee updated the Commissioners on discussions with the Police Commission regarding the Police Discipline Task Force. The Human Rights Commission has expressed its concern to the Police Commission regarding the failure to include the Commission on the Task Force; the Commission was previously involved in similar efforts to reform Police Department crowd control and intelligence gathering procedures. Director Lee reported that Commissioner Keker of the Police Commission has invited the Human Rights Commission to participate in the drafting and review

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Minutes of the Meeting of May 23, 1991

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process for the Task force's final report. The Human Rights Commission has also been invited to participate in a joint hearing with the Police Commission to address the recommendations of the Task Force; the hearing is tentatively scheduled for Wednesday, June 12, at 6:30 P.M. The initial draft of the Task Force report is expected to be available by Wednesday, June 5th.

Commissioners Sammon and Lockhart expressed their interest in attending a joint hearing. Commissioner Jaber expressed concern regarding the proposed scheduling of the hearing, and requested that Director Lee seek another date for the hearing at which Commissioners Jaber and Martin might be in attendance.

Director Lee indicated that Commission staff would be notifying interested parties as to the proposed joint hearing; he also invited Commissioners to submit the names of individuals or organizations that they would like to have notified of the hearing.

Commissioner Sammon requested the Director to inquire as to what process would be followed in the event that the Task Force was not able to reach consensus on all issues, i.e. if a minority report and recommendations be considered.

COMMITTEE REPORTS

YOUTH AND EDUCATION COMMITTEE

Gail Roberts reported on the Youth and Education Committee meeting of May 16, 1991. At that meeting the Committee considered issues that initially had been raised at the Commission's neighborhood meeting in Bayview/Hunters Point. These included asbestos removal at the Youth Guidance Center; concerns regarding allegations of racial tension at Lowell High School; and a proposal to establish a culinary program at the Southeast Community College facility. The Committee is currently reviewing written responses that it has received regarding these issues, and is considering further action.

The Youth and Education Committee will hold a special meeting on June 6th to discuss the proposed "Children's Amendment" to the San Francisco Charter. Its next regular meeting will be on June 27, 1991.

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EMPLOYMENT COMMITTEE

Commissioner Martin reported on the last meeting of the Employment Committee, and the May 8, 1991, meeting of the Select Committee on African American Parity (SCAAP). The Committee has accepted the proposed research design for the SCAAP project. Commissioner Graff sought clarification as to whether the Commission was approving the research design in concept or whether the Commission was approving a specific budget request. Commissioner Martin indicated that the Commission was only being asked to approve the research design in concept.

Commissioner Lockhart requested that comparative data addressing other minority communities be included, where appropriate, in the final report. The next meeting of SCAAP will be 6:30 P.M., Wednesday, June 5, 1991, at 1390 Market Street.

The Employment Committee is currently recruiting new members. The next meeting of the Employment Committee will be 4:30 P.M., Thursday, June 6, 1991 at 1170 Market Street.

M (Lockhart)/ S (Martin)/P to accept the proposed research design for the SCAAP project. M (Lockhart)/ S (Martin)/P to accept the Committee report.

LESBIAN/GAY ADVISORY COMMITTEE

Norman Nickens reported on the Lesbian/Gay Advisory Committee meeting of May 21, 1991. The National AIDS Commission recently held hearings in San Francisco on the impact of AIDS/HIV on the Lesbian/Gay community, and on the Asian-American community; Director Lee testified at the Asian hearing. Norm Nickens, Coordinator of the AIDS/HIV Unit, has been invited to testify at the National AIDS Commission hearings on discrimination and civil rights; the hearing will be held June 7, 1991, in Denver.

The Committee heard testimony on the proposed "Sexual Minority City of Refuge Resolution." At its last meeting the Committee voted to endorse the resolution in concept; requested that staff

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continue to work with all interested parties to address concerns raised by the Committee; and requested that this item be calendared for the June 18th Committee meeting for final consideration.

The Committee had a detailed discussion of the planning process for the Commission meeting scheduled for the Castro neighborhood.

Members of the Committee have offered to assist in the planning process, and have volunteered to assist staff at the meeting. Details on the Castro meeting will be mailed to Commissioners shortly.

The Committee is reviewing recommendations made at its April retreat, and is currently exploring options for developing additional financial and other resources for the Lesbian/Gay and AIDS/HIV Unit.

Cynthia Goldstein presented the proposed work plan on "Women and AIDS/HIV." The work plan addresses the Commission's past anti-discrimination efforts on behalf of women with AIDS/HIV. At the request of Director Lee, Commissioners will be mailed briefing materials on persons with AIDS/HIV, including detailed epidemiological and demographic information.

Ms. Goldstein noted that women have been under-represented in the complaint load at that the Commission, and that there is a need to do greater outreach to women. She noted that women are also under-represented in estimates of persons with AIDS/HIV as a result of the use of diagnosis criteria, developed by the Centers for Disease Control, that do not include gynecological, and other, manifestations of HIV infection in women.

Barriers also exist that limit the access of women with HIV infection to government services. These barriers include services which are targeted to a male population; concerns regarding confidentiality; the burden of taking care of family members, including childcare; and financial and economic concerns. The work plan addresses these issues by calling for the development of services targeted for women provided at locations convenient to women with AIDS/HIV. It also proposes developing additional resources to facilitate the implementation of the work plan.

The Commissioners had a brief discussion regarding the process for fundraising for this project, as well as the funding of other projects. In response to Commissioner Gillette's question, Director Lee stated that there were, in addition to SCAAP and

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the Women's AIDS/HIV Project, other projects where outside funding is being, or will be, sought. Commissioner Gillette requested that the outside funding requests be coordinated and a solicitation plan be presented to the Commission to avoid possible duplication and/or competition and to promote efficiency and positive communication.

***M (Chinn)/S (Graff)/P to accept the Committee report.

***M (Chinn)/S (Graff)/P to adopt the work plan on Women and AIDS/HIV.

Commissioner Jaber announced that she will serve on a temporary basis as the Vice-Chair of the Lesbian/Gay Advisory Committee, and the MBE/WBE/LBE Advisory Committee..

ISSUES COMMITTEE

Commissioner Lockhart reported on the last meeting of the Issues Committee. Two potential new Committee members attended at that meeting, Dorothy Ehrlich of the American Civil Liberties Union and Harry Dillon of the Vanguard Foundation.

The Committee has adopted for a three month period a process developed by Don Hesse to coordinate Committee priorities and to structure the Committee meetings. The Committee is currently considering other structural reforms to the Committee's process.

Commissioner Sammon reported that the next meeting of the Issues Committee will be on Tuesday, June 18, 1991 at 4:30 P.M. at 1390 Market Street, Room 230. This meeting will focus on the progress of implementing the City of Refuge Ordinance.

***M (Lockhart)/S (Sammon)/P to adopt the Committee report.

MBE/WBE/LBE COMMUNITY ADVISORY COMMITTEE

Commissioner Graff reported that the Committee is considering applications for new membership. Linda Chin reported that the Committee has set the third Thursday of the month as their regular meeting time; due to the Castro neighborhood meeting, the next meeting will be 5:30, Wednesday, June 19, 1991, at 1390

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Market Street. The Committee has added contract waiver requests and a certification report to their regular agenda.

Director Lee reported on changes to the MBE/WBE Ordinance that were recently adopted by the Board, and expected to be signed by the Mayor in the next few days; copies of the changes to the Ordinance were distributed to the Commissioners. Most of the Commission's recommendations were adopted by the Board, the most notable exception being the decision by the Board to exclude Asian-Indians from the Asian category at this time.

The new ordinance will allow the Commission to institute a "set aside" program, to be administered by a committee consisting of the Director of the Human Rights Commission and two knowledgeable individuals appointed by the Mayor and the Chief Administrative Officer, respectively. Procedures for this Contract Review Committee are currently being developed.

The new ordinance also establishes a new level of bid preference in the area of joint ventures. In addition to the existing 5 percent and 10 percent bid preferences, depending on the level of MBE/WBE participation, a 7.5 percent bid preference has been established to encourage joint ventures.

Commissioner Martin expressed his strong opposition to the establishment of a Contract Review Committee that delegates authority outside of the agency. Commissioner Lockhart inquired as to whether the set aside committee would meet in public or private. Director Lee indicated that the staff of the Commission is in the process of drafting rules of procedure for the committee.

Commissioner Graff reviewed changes to the authority of the Director that allows the Director to intervene as early as possible in the selection process, including the ability to stop the process to correct discriminatory practices.

Staff will also be developing procedures for the processing of complaints filed under the new ordinance.

Finally, under the new ordinance, all department heads and appointed commissioners will be required to attend a training on MBE/WBE issues.

Commissioner Martin requested that the Commissioners be kept closely informed in regard to future changes to ordinances that

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may differ from Commission recommendations. Commissioner Graff indicated that the consideration of amendments at the Board committee level focused almost exclusively on the issue of including Asian-Indians in the ordinance.

Director Lee noted that the new ordinance "sunsets" in June, 1992, and the Commission will have an opportunity to revisit the set aside process in hearings scheduled for this fall.

Director Lee informed the Commissioners that the Board has calendared a special meeting for Monday, June 17, 1991 at 10:00 A.M. to consider the issue of inclusion of Asian-Indians in the ordinance, and the process for adding other groups in the future. The meeting will be held in the Board chambers.

***M (Graff)/ S (Martin)/P (Commissioner Gillette abstained due to conflict of interest) to send a letter to the Board of Supervisors reemphasizing the Commission's position supporting the inclusion of Asian-Indians in the Asian category in MBE/WBE/LBE Ordinance II.

Commissioner Lockhart sought clarification as to what type of contract would be considered appropriate for a set aside. Director Lee indicated that where it appears that an awarding department has made good faith efforts to identify MBE's, and where there has been minimal participation, a set aside may be appropriate.

***M (Graff)/ S (Martin)/P (Commissioner Gillette abstained due to conflict of interest) to send a letter to the Mayor requesting a progress report, within 60 days, regarding what actions have been taken to implement the Mayor's Executive Directive.

***M (Graff)/ S (Martin)/P (Commissioner Gillette abstained due to conflict of interest) to send a letter to the Mayor requesting that all appointed Commissioners be notified of the MBE/WBE program and training requirement at the time of their initial appointment.

***M (Graff)/ S (Martin)/P to accept the report of the MBE/WBE/LBE Community Advisory Committee.

John O'Brien, a member of the public, requested the Human Rights Commission consider provisions for the disabled similar to those provided for women and minorities in the MBE/WBE/LBE ordinance.

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program for the disabled.

ORDINANCE REVISION TASK FORCE

Commissioner Graff reported on the last meeting of the Ordinance Revision Task Force. At that meeting the Task Force reviewed Article 12B of the Administrative Code, and its enforcement by the Commission. The Task Force is also considering clarifying the distinction between the Commission qua Commission and the Commission qua City agency. Finally, the Task Force is reviewing existing ordinances for their conformity with current Federal statutes.

***M (Graff)/ S (Jaber)/P to accept the Task Force report.

UNFINISHED BUSINESS

Commissioner Graff emphasized the need to increase the Commission's visibility. Director Lee indicated that a plan for a Commission newsletter will be presented to the Commission in the near future.

Director Lee informed the Commission that he will be presenting to the United States Conference of Mayors on June 14, 1991, in San Diego.

NEW BUSINESS

As a result of the scheduling of the Castro neighborhood meeting, staff recommended the canceling of the June 13, 1991, Commission meeting. After some discussion, it was M (Martin)/S (Jaber)/P to cancel the meeting of the 13th.

Commissioner Gillette sought more detailed information on waiver requests. Director Lee indicated that a revised format is being developed.

CALENDAR MATTERS

***M (Graff)/S (Lockhart)/P to cancel the previously scheduled Committee of the Whole meeting set for May 30, 1991.

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The next Commission meeting will be a special meeting in the Castro. The meeting will be on June 20, 1991, from 6:00 P.M. to 9:00 P.M. at Douglass Elementary School, 4235 19th Street (between Collingwood and Diamond).

STANDING COMMITTEES

EMPLOYMENT

Thursday, June 6, 1991
4:30 P.M.
Human Rights Commission Offices
5th Floor Conference Room
1170 Market Street

ISSUES

Tuesday, June 18, 1991
4:30 P.M.
Fox Plaza, 1390 Market Street
Mezzanine Room 230

LESBIAN/GAY ADVISORY

Tuesday, June 18, 1991
5:30 P.M.
Human Rights Commission Offices
5th Floor Conference Room
1170 Market Street

MINORITY/WOMEN/LOCAL
BUSINESS COMMUNITY ADVISORY
COMMITTEE

Wednesday, June 19, 1991
5:30 P.M.
Fox Plaza, 1390 Market Street
Mezzanine Room 230

YOUTH AND EDUCATION

Thursday, June 27, 1991
3:30 P.M.
Human Rights Commission Offices
5th Floor Conference Room
1170 Market Street

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VISITORS

There were no additional remarks from the audience.

ADJOURNMENT

Commissioner Jaber adjourned the meeting at 6:50 P.M.

Respectfully Submitted

Edwin M. Lee

Director

By: Norm Nickens

Coordinator, Lesbian/Gay &
AIDS/HIV Unit

EML:NN:nn

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
1170 Market Street, Suite 500
San Francisco, CA 94102-4908
(415) 252-2500 (TDD Available)

MINUTES OF THE MEETING OF THURSDAY, MAY 9, 1991

NEXT MEETING

DATE: Thursday, May 23, 1991

TIME: 4:30 P.M.

PLACE: Continental Building
1155 Market Street
4th Floor Conference Room
San Francisco, CA

Commission Chair May Jaber called the meeting to order at 4:38 p.m.

Roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: Lenore Chinn, Frankie J. Gillette, Leonard Graff, Vivian Hallinan, May P. Jaber, Karen Kai, Lucile Lockhart, Lawrence B. Martin, and Peter J. Sammon.

Excused: Adrian Bermudez, Jr.

HRC Staff

Present: Edwin M. Lee, Director; Adelbert L. Campbell, Deputy Director; Frank Anderson, James Fields, Bayard Fong, Jacquie Hale, Donald Hesse, Carolyn Hom, Conchita M. Huff, Zula Jones, Norman Nickens, Gail Roberts, Mary Gin Starkweather, David Treanor, and Vicky Zimpel.

APPROVAL OF MINUTES

The minutes of April 25, 191 were reviewed by the Commissioners.

Commissioner Kai requested that on page 5, that the word "easing" membership requirements be changed to "revising" membership requirements. Commissioner Kai asked that on page 5, the sentence regarding section 12A, 12B and 12C be reworded to state "Proposed revisions to section 12A has been drafted and proposed revisions to section 12B and 12C will be completed in subsequent weeks". Commissioner Chinn noted that on page 7, under the Lesbian/Gay Advisory Committee report, "Tony Waddell and Mark Freeman" should be "Tony Patchell and Mark Freeman, from the Tom Waddell Clinic,". Commissioner Lockhart noted that on page 9, Commissioner Bermudez "requested notification of Commission meetings be placed in local newspapers including the Independent," and this has been achieved. Director Lee noted on page 10, that the MBE/WBE/LBE Advisory Committee meeting has been changed to May 21st from May 14th.

*** m/s/c moved (Bermudez), seconded (Gillette) to approve the minutes of April 25, 1991 as amended; motion passed unanimously.

COMMUNICATIONS

- From Commissioner Kai, to Fred E. Jordan Chief Probation Officer, Juvenile Probation Department, a letter dated April 18, 1991 requesting a response to concerns of alleged improper removal of asbestos from Juvenile Hall.
- To the Human Rights Commission, from Scott Shafer, Office of the Mayor, a FAX communication dated April 25, 1991 announcing "Agnos Seeks U.N.'s 50th Anniversary Celebration for S.F."
- To the Human Rights Commission from Scott Shafer, Office of the Mayor, a FAX communication dated April 25, 1991 announcing "Mayor to Join Spring Cleaning for the Mission."
- To all Commissioners and staff, from Jerry Davis, HRC Legal Counsel, a memorandum dated April 27, 1991 regarding "AIDS Memorial Quilt."
- A timeline for the Human Rights Commission Special Neighborhood Meeting in the Castro/Upper Market neighborhood.
- A newspaper clipping, entitled "Gay Rights, Issue of the 90's," New York Times, dated April 28, 1991.
- A newspaper clipping, entitled "How Anti-discrimination Ordinances Help Victims," Contra Costa Times, dated April 28, 1991.
- From Edwin M. Lee, Director, to Francis Y. Hart, Executive Officer, Equal Employment Opportunity Commission, a letter dated April 29, 1991 commenting on the proposed regulations regarding the Americans with Disabilities Act (ADA).

- To Commissioner May P. Jaber, Chair, from Tom Bradley, Mayor, City of Los Angeles, a letter dated April 19, 1991 (received May 2, 1991), responding to the Commission's letter regarding the Los Angeles Police department and the assault on Rodney King.
- A newspaper clipping, entitled "Disability Law Enhances Workplace Protections," The Recorder, dated May 1, 1991.
- To the Human Rights Commission, from Scott Shafer, Office of the Mayor, a FAX communication dated May 1, 1991 announcing "San Francisco Health Plan to Include Domestic Partners."
- To the Human Rights Commission, from Scott Shafer, Office of the Mayor, a FAX communication dated May 2, 1991 announcing \$11 Million Insures Yerba Buena Gardens Near Moscone Center; Mayor to Accept Check Today."
- A newspaper clipping, entitled "Apple Settles Bias Case," San Francisco Examiner.

WAIVERS

WAIVER REQUESTS GRANTED:

1. Waiver for the Arts Commission to award a \$6,528 contract to Molly Lambert on the basis of sole source, granted April 10, 1991.
2. Waiver for the City Attorney's Office to award a \$44,000 - 53,000 contract to Newcomputing on the basis of sole source, granted April 16, 1991.
3. Waiver for the Department of Public Works to award a \$54,987 contract to U.S. Elevator on the basis of sole source, granted April 22, 1991.
4. Waiver to the Recreation and Park Department to award a \$65,000 contract to Sunset Scavenger on the basis of sole source, granted April 22, 1991.

WAIVER REQUESTS DENIED:

1. Waiver for the Fire Department to award a \$125,000 contract to Tiburon/PSW3 on the basis of sole source denied March 15, 1991, because of non-qualification as a sole source.
2. Waiver for the Fire Department to award a \$92,500 contract to Health Check on the basis of sole source denied March 25, 1991 because of non-qualification as a sole source.
3. Waiver for the Department of Public Works to award a \$90,000 contract to SOH & Associates denied April 23, 1991 because contract was not deemed to be an emergency requiring suspension of general selection procedures.
4. Waiver for the City Attorney's Office to award a contract to Lynch & Sons Moving Co. denied April 23, 1991 because contractor is not a sole source.

5. Waiver to the Department of Public Works to award a \$150,000 contract to Soil Engineering construction on the basis of emergency denied April 23, 1991 because "good faith efforts" were not followed in seeking local disadvantaged MBE/WBE's.

REPORT OF THE CHAIR

Commissioner Jaber, Chair, asked Director Lee for an update regarding the shooting incident involving an Arab American grocery store owner in the Bayview-Hunter's Point neighborhood. Director Lee reported that the Human Rights Commission's role is to bring together community leaders in the Bayview-Hunter's Point with the Arab American grocery store owners in the area. A site for a meeting has been selected. The time and date will be determined at a later date. The initial meeting will focus on specific requests and demands directed at the Arab American grocery store owners by the community. The second meeting will be with the representatives of the Arab American community and store owners. Director Lee will inform Commissioner Jaber concerning all meetings to be scheduled with the two communities.

REPORT OF THE DIRECTOR

Director Lee reported on the follow-up for the Ritz-Carlton Hotel. The Economic and Social Policy Committee for the Board of Supervisors will be meeting on Tuesday, May 28, 1991 at 2:00 p.m. The Ritz-Carlton Hotel has been requested to attend and to present workforce information to the Committee. Currently, the Ritz-Carlton's response to the Human Rights Commission is not satisfactory and further written workforce information has been requested by HRC. All information received by HRC will be forwarded to the Board of Supervisors.

Director Lee presented a written revised timeline for activities planned for the next neighborhood meeting in the Castro community on June 20, 1991 for the Commissioners review.

Director Lee reported on the progress regarding proposed changes for revising membership requirements for the L/GAC Advisory Committee and for the MBE/WBE/LBE Advisory Committee of the Human Rights Commission. On Tuesday, May 7, 1991, the Supervisors voted to approve the revision that would allow a certified member of a Minority, Women or Local Business Enterprise to be eligible to join the HRC MBE/WBE/LBE Advisory Committee. The second proposed change to eliminate the requirement that all members of the L/GAC Advisory committee be a resident of the City and County of San Francisco was not approved.

EMPLOYMENT COMMITTEE

Commissioner Martin, Chair of the Committee, introduced two topics of concern for the Employment Committee. The two topics were the Student Opportunity and Resources (SOAR) organization and the Select Committee on African American Parity (SCAAP) Committee.

James Fields, HRC Representative, presented a report on SOAR's activities in job-placement for young African American men. Commissioner Martin noted that SOAR has requested that HRC write a letter of support and appreciation for SOAR's recruitment activities in the San Francisco area.

Bert Campbell, HRC Deputy Director, presented a report on the last SCAAP meeting on May 8, 1991. The Committee met to review research designs for SCAAP. Further planning for resource development for the funding and strategic planning of timelines for action will proceed on schedule. The plan is for the Committee to meet with Commissioners Martin, Gillette and Director Lee. Afterwards, a meeting will be planned with the Mayor to discuss renewal of the Committee and specific projects.

Commissioner Martin announced that at the next Commission meeting, a written report from the SCAAP Committee will be presented to the Commission.

*** m/s/c moved (Martin), seconded (Graff) to accept the Employment Committee report; motion passed unanimously.

ISSUES COMMITTEE

Commissioner Lockhart, Chair of the Committee, announced that the next Issues Committee meeting is Tuesday, May 14, 1991 at the Human Rights Commission at 9:00 a.m. There was no formal report.

Commissioner Sammon, Vice-Chair of the Committee, informed the Commission that a proposed recommendation for the San Francisco Police Department to consider a policy to cooperate with the INS is under consideration. However, HRC will be meeting with the Police department for a review before any changes will be instituted.. Director Lee and assigned staff will research and investigate the ramification of INS and the police department working together regarding immigration status issues.

LESBIAN/GAY ADVISORY COMMITTEE

There was no report.

MBE/WBE/LBE ADVISORY COMMITTEE

Commissioner Graff, Chair of the Committee, reported that Commissioner Graff, Director Lee, Frank Anderson, Contract Compliance Officer II, and Linda Chin, Committee staffer have met to discuss the criteria for new Committee members. A draft for the criteria will be developed by the Committee.

Frank Anderson, Contract Compliance Officer II, reported for Linda Chin, regarding the Human Rights Commission recommendations for changes to the MBE/WBE/LBE Ordinance before the Economic and Social Policy Committee of the Board of Supervisors on April 30, 1991. The three items presented to Supervisors Kennedy, Migden and Alioto of the committee for review included:

- (1) The proposed revisions to the Ordinances which were the set-aside provision, the proposal to discipline department heads for noncompliance, and the determination of the Asian Indian designation.
- (2) The acceptance of the MBE/WBE/LBE Ordinance Report
- (3) The proposed revision to change the San Francisco residency requirement for L/GAC members (did not pass) and the proposed revision to allow certified MBE/WBE/LBE business to participate on the MBE/WBE/LBE Advisory Committee (passed).

Director Lee presented a follow-up report on the disparity chart discussed at the last Commission meeting. A final copy of the disparity study for minority and women contractors has been submitted to the Board of Supervisors. Director Lee described in detail, the two changes advocated by the Human Rights Commission for the awarding of bid preferences. The two changes include: (1) The use of anecdotal testimony demonstrating discrimination, to allow ethnic and gender groups to receive bid preference even if the - 1.60 disparity factor number requirement is not met (only if bid preference was awarded last year) (2) The creation of a professional services and miscellaneous category derived from the previous accounting and auditing category and the finance and insurance category. These recommended changes are designed to enhance contracting opportunities for minorities and women businesses to receive bid preferences.

The Economic and Social Policy Committee requested that the data system of the Human Rights Commission begin tracking all the subethnic groups of the current major ethnic categories designated by the MBE/WBE/LBE program. However, the Human Rights Commission will be drafting a letter clarifying and indicating that HRC does not have the personnel resources to begin to develop and implement a detailed tracking system for the numerous subethnic groups of MBE/WBE/LBE contractors.

Commissioner Kai inquired regarding the inclusion of Native Americans in the awarding of bid preferences. Adelbert Campbell, Deputy Director, will research and obtain anecdotal testimony from Native American vendors.

YOUTH AND EDUCATION COMMITTEE

There was no report.

CODE REVISION TASK FORCE

Commissioners Graff and Kai announced that the next meeting will be on Friday, May 17, 1991 in the Human Rights Commission Conference Room at 10:30 a.m.

CALENDAR MATTERS

The next Commission meeting will be on Thursday, May 23, 1991, at 4:30 p.m. at 1155 Market Street, 4th Floor, conference room.

STANDING COMMITTEES

EMPLOYMENT	Thursday, June 6, 1991 4:30 p.m. Fox Plaza HRC, 6th Floor - Conference Room 1170 Market Street
ISSUES	Tuesday, June 18, 1991 4:30 a.m. To be announced
LESBIAN/GAY ADVISORY	Tuesday, May 21, 1991 5:30 p.m. HRC, Library - 5th Floor 1170 Market Street
MINORITY/WOMEN/LOCAL BUSINESS ENTERPRISES ADVISORY	Tuesday, May 21, 1991 5:30 p.m. Fox Plaza Mezzanine Floor - Room 230 1390 Market Street
YOUTH AND EDUCATION	Thursday, May 16, 1991 3:30 p.m. HRC, 6th Floor Conference Room 1170 Market Street

ADJOURNMENT

Commissioner Jaber adjourned the meeting at 5:43 p.m.

Respectfully Submitted

Edwin M. Lee
Director
By: Conchita M. Huff
Commission Secretary

EML:CMH:CH:se

Minutes 5/9/91



Kenneth E. Dowlin, Librarian ***
S.F. Public Library #40
Civic Center
San Francisco, CA 94102

City and County of San Francisco



Edwin M. Lee
Director

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

AGENDA

June 10, 1991

DOCUMENTS DEPT.

JUN 21 1991

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Dear Friends:

The Human Rights Commission (HRC) periodically holds its meetings in various neighborhoods throughout the City. We invite you to attend our next neighborhood meeting and to let the Commission know of your concerns. The next meeting is scheduled in the **Castro neighborhood**:

Thursday, June 20, 1991
6:00 p.m. -- 9:00 p.m.
Douglass Elementary School
4235 19th Street
(between Collingwood and Diamond)

At this meeting, there will be a special one-hour agenda item designated to hear the particular concerns of the Castro neighborhood. There also will be a special presentation of the HRC's Lesbian/Gay and AIDS Unit and Lesbian Gay Advisory Committee, that will include an annual report, with information on sexual orientation and AIDS/HIV discrimination complaints.

We would appreciate your assistance in posting the enclosed flyer and in letting your neighbors know about this meeting. We want to hear from the Castro neighborhood -- especially in those areas in which we can be of most service. We have also enclosed a "fact sheet" on the HRC so that you can let your neighbors and clients know more about us.

Thank you for your time and assistance. For more information on this special meeting, or to let us know in advance that you would like to speak, please contact me, or Norm Nickens or Jacquie Hale of the HRC staff (252-2500).

Sincerely,

A handwritten signature in dark ink, appearing to read "Edwin M. Lee".
Edwin M. Lee
Director

/jh
Enclosures

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
1170 Market Street, Suite 500
San Francisco, CA 94102-4908
(415) 252-2500
TDD: (415) 252-2550

MINUTES OF THE MEETING OF THURSDAY, DECEMBER 12, 1991

NEXT MEETING

DATE: Thursday, January 9, 1992
TIME: 4:30 P.M.
PLACE: 1155 Market Street, 4th Floor Conference Room

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JAN 15 1992
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Commissioner May Jaber called the meeting to order at 3:35 P.M., roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: May P. Jaber, Chair; Frankie J. Gillette, Leonard Graff, Karen Kai, Lawrence B. Martin, Raquel Medina, Debra Pell and Peter J. Sammon.

Excused: Lenore Chinn and Vivian Hallinan.

HRC Staff

Present:

Edwin M. Lee, Director; Adelbert Campbell, Deputy Director; Frank Anderson, Jerome J. Davis, Jacquie Hale, Don Hesse, Norman Nickens, and Gail P. Roberts.

APPROVAL OF MINUTES

***Moved (Graff)/ Seconded (Martin)/ Passed to approve the minutes of the Commission meeting of November 14, 1991.

HUMAN RIGHTS COMMISSION

Minutes of the Meeting of December 12, 1991

Page 3

5. **INVITATION** from the National Center for Lesbian Rights to its Annual Holiday Party to be held on Thursday, December 19, 1991.

6. **UPDATE** from Congresswoman Nancy Pelosi on *Women and Family Issues in Congress*.

REPORT OF THE CHAIR

The Commission observed a moment of silence in honor of the late Jack Morrison.

Commissioner Jaber requested that each Commissioner submit the names of two individuals for inclusion on the Revision of Ordinances Task Force; names are to be given to Director Lee by December 20, 1991.

Commissioner Graff distributed guidelines to assist the Commissioners in the selection process. He anticipates that the Task Force will involve 10-15 hours of work per month.

REPORT OF THE DIRECTOR

Director Lee reported that staff is in the process of reviewing existing rules and regulations related to employment of the disabled.

Staff has begun to develop a draft budget for fiscal year (FY) 1992-93. This will be presented to the Commission at a future meeting. Staff has also begun to prepare briefing materials for the Mayor elect's transition team.

COMMITTEE REPORTS

YOUTH AND EDUCATION COMMITTEE

Commissioner Kai reported on the November 21, 1991, meeting of the Committee. The Committee has recently added 11 new members and is currently in the process of orienting new members.

HUMAN RIGHTS COMMISSION

Minutes of the Meeting of December 12, 1991

Page 5

The Committee has begun to consider issues related to employment of the disabled.

***Moved (Martin)/ Seconded (Graff)/ Passed to accept the Committee report.

ISSUES COMMITTEE

Commissioner Sammon reported that the Issues Committee had been meeting with representatives of the Columbus Anniversary Celebration. This has included discussion of issues of concern to the Native American and other minority communities.

This Committee is continuing to monitor the activities of the Police Training Task Force. Concern has recently been expressed regarding the adequacy of crowd control instruction at the Police Academy.

The Office of Citizen Complaints is in the final stages of selecting a new Executive Director. It is anticipated that recommendations will be forwarded shortly to the Police Commission.

Commissioner Gillette requested that the Issues Committee examine the situation of Haitian refugees.

***Moved (Sammon)/ Seconded (Graff)/ Passed to accept the report of the Committee.

LESBIAN/GAY ADVISORY COMMITTEE

Norm Nickens reported on the November 19, 1991, meeting of the Committee. The meeting included an extensive discussion of discrimination by the military on the basis of sexual orientation. The Committee has invited Supervisor Achtenberg to attend its January, 1992, meeting to discuss the issue of military discrimination. Supervisor Achtenberg has requested the Mayor's office conduct an audit to determine the cost of the military's policies to the City and County.

The Committee also discussed its draft workplan related to race discrimination in the Lesbian/Gay/Bisexual community.

***Moved (Pell)/ Seconded (Martin)/ Passed to accept the Committee report.

HUMAN RIGHTS COMMISSION

Minutes of the Meeting of December 12, 1991

Page 7

Director Lee noted that in 1989 approximately \$6-7 million went to local minority and woman owned businesses; in 1990 this increased to approximately \$19 million.

***Moved (Graff)/ Seconded (Martin)/ Passed to accept the report of the Committee.

ORDINANCE REVISION TASK FORCE

No report.

UNFINISHED BUSINESS

Director Lee reported that the memorial service for Jack Morrison would be held December 18, 1991, from 12:00 until 2:00 P.M. at the Delancy Street Foundation.

Director Lee reported that Norm Nickens and he had recently been involved in the mediation of a dispute that has arisen in the Visitacion Valley neighborhood.

NEW BUSINESS

None.

CALENDAR MATTERS

The Commission will hold its next meeting on January 9, 1992, at 4:30 P.M. at 1170 Market Street, 4th Floor.

STANDING COMMITTEES

EMPLOYMENT

Thursday, February 6, 1992
2:00 P.M.
Human Rights Commission Offices
5th Floor Conference Room
1170 Market Street

ADJOURNMENT

Commissioner Jaber adjourned the meeting at 4:50 P.M. in honor of the late Jack Morrison.

Respectfully Submitted

Edwin M. Lee
Director
By: Norm Nickens
Coordinator, Lesbian/Gay &
AIDS/HIV Unit

EML:NN:nn

MAY 26 1992

SAN FRANCISCO
PUBLIC LIBRARY**REGULAR MEETING****THE HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO****THURSDAY, MAY 28, 1992
4:30 P.M.****1155 MARKET STREET
FOURTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94103**

IS *This meeting is wheelchair accessible. Sign language interpreters and a FM Amplification System will be provided upon request. To arrange for an interpreter or amplifier please contact Gail P. Roberts (252.2508 (Voice) or 252.2550 (TDD)) at least 72 hours prior to the meeting.*

AGENDA**ROSTER**

Chair - May P. Jaber
Vice Chair - Leonard Graff
Commissioner Lenore Chinn
Commissioner Frankie J. Gillette
Commissioner Vivian Hallinan

Commissioner Karen N. Kai
Commissioner Lawrence Martin
Commissioner Raquel Medina
Commissioner Debra Pell
Commissioner Peter J. Sammon

ORDER OF BUSINESS

1. **ROLL CALL**
2. **APPROVAL OF MINUTES**

(a) Regular meeting of May 14, 1992.
3. **GENERAL COMMUNICATIONS**
4. **REPORT OF THE CHAIR**
5. **REPORT OF THE DIRECTOR**

AGENDA

May 28, 1992, MEETING

PAGE 2

6. COMMITTEE REPORTS

(a) Youth and Education Committee

Commissioner Karen N. Kai, Chair

(1) Committee report.

NOTE: The next meeting of the Youth and Education Committee will be held on Thursday, June 18, 1992, at 3:30 p.m. at 1155 Market Street, Fourth Floor Conference Room, San Francisco, CA 94103.

(b) Employment Committee

Commissioner Lawrence Martin, Chair

(1) No Committee report.

NOTE: The next meeting of the Employment Committee will be held on Thursday, June 4, 1992, at 2:00 p.m. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor Conference Room, San Francisco, CA 94102.

(c) Lesbian/Gay Advisory Committee

Commissioner Lenore Chinn, Chair

(1) Committee report.

NOTE: The next meeting of the Lesbian/Gay Advisory Committee will be held on Tuesday, June 16, 1992, at 5:30 p.m. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor, San Francisco, CA 94102.

(d) MBE/WBE/LBE Community Advisory Committee

Commissioner Leonard Graff, Chair

(1) Committee report.

NOTE: The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, June 18, 1992, at 5:30 P.M. at Fox Plaza, 1390 Market Street - Mezzanine Room 230, San Francisco, CA 94102.

(e) Issues Committee

Commissioner Debra Pell, Chair

(1) Committee report.

AGENDA

May 28, 1992, MEETING

PAGE 3

NOTE: The next meeting of the Issues Committee will be a special meeting to be held in the Tenderloin on June 17, 1992, time and location T.B.A.

7. UNFINISHED BUSINESS

8. NEW BUSINESS

(a) California Association of Human Rights Organizations (CAHRO) meeting
- discussion of meeting and approval of resolutions to be presented there.

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, JUNE 11, 1992

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JUN 9 1992

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REGULAR MEETING

THE HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, JUNE 11, 1992
4:30 P.M.

1155 MARKET STREET
FOURTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94103

 *This meeting is wheelchair accessible. Sign language interpreters and a FM Amplification System will be provided upon request. To arrange for an interpreter or amplifier please contact Gail P. Roberts (252.2508 (Voice) or 252.2550 (TDD)) at least 72 hours prior to the meeting.*

AGENDA

ROSTER

Chair - May P. Jaber
Vice Chair - Leonard Graff
Commissioner Lenore Chinn
Commissioner Frankie J. Gillette
Commissioner Vivian Hallinan

Commissioner Karen N. Kai
Commissioner Lawrence Martin
Commissioner Raquel Medina
Commissioner Debra Pell
Commissioner Peter J. Sammon

ORDER OF BUSINESS

1. ROLL CALL
2. APPROVAL OF MINUTES
 - (a) Regular meeting of May 28, 1992.
3. GENERAL COMMUNICATIONS
4. REPORT OF THE CHAIR
5. REPORT OF THE DIRECTOR

AGENDA

June 11, 1992, MEETING

PAGE 2

6. COMMITTEE REPORTS

(a) Employment Committee

Commissioner Lawrence Martin, Chair

(1) Committee report.

(2) Committee on African American Parity (CAAP) report.

NOTE: The next meeting of the Employment Committee will be held on Thursday, July 2, 1992, at 2:00 p.m. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor Conference Room, San Francisco, CA 94102.

(b) Lesbian/Gay Advisory Committee

Commissioner Lenore Chinn, Chair

(1) No Committee report.

NOTE: The next meeting of the Lesbian/Gay Advisory Committee will be held on Tuesday, June 16, 1992, at 5:30 p.m. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor, San Francisco, CA 94102.

(c) MBE/WBE/LBE Community Advisory Committee

Commissioner Leonard Graff, Chair

(1) No Committee report.

NOTE: The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, June 18, 1992, at 5:30 P.M. at Fox Plaza, 1390 Market Street - Mezzanine Room 230, San Francisco, CA 94102.

(d) Issues Committee

Commissioner Debra Pell, Chair

(1) No Committee report.

NOTE: The next meeting of the Issues Committee will be a special meeting to be held in the Tenderloin on June 17, 1992, time and location T.B.A.

(e) Youth and Education Committee

Commissioner Karen N. Kai, Chair

(1) No Committee report.

AGENDA

June 11, 1992, MEETING

PAGE 3

NOTE: The next meeting of the Youth and Education Committee will be held on Thursday, June 18, 1992, at 3:30 p.m. at 1155 Market Street, Fourth Floor Conference Room, San Francisco, CA 94103.

7. UNFINISHED BUSINESS

(a) Revision of Ordinances Task Force

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, JUNE 25, 1992

Agenda

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JUN 22 1992

SAN FRANCISCO
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REGULAR MEETING

THE HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, JUNE 25, 1992
4:30 P.M.

1155 MARKET STREET
FOURTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94103

 This meeting is wheelchair accessible. Sign language interpreters and a FM Amplification System will be provided upon request. To arrange for an interpreter or amplifier please contact Gail P. Roberts (252.2508 (Voice) or 252.2550 (TDD)) at least 72 hours prior to the meeting.

AGENDA

ROSTER

Chair - May P. Jaber
Vice Chair - Leonard Graff
Commissioner Lenore Chinn
Commissioner Frankie J. Gillette
Commissioner Vivian Hallinan

Commissioner Karen N. Kai
Commissioner Lawrence Martin
Commissioner Raquel Medina
Commissioner Debra Pell
Commissioner Peter J. Sammon

ORDER OF BUSINESS

1. ROLL CALL
2. APPROVAL OF MINUTES
 - (a) Regular meeting of June 11, 1992.
 - (b) Special meeting - Committee of the Whole of June 8, 1992.
3. GENERAL COMMUNICATIONS
4. REPORT OF THE CHAIR
5. REPORT OF THE DIRECTOR

AGENDA

June 25, 1992, MEETING

PAGE 2

6. COMMITTEE REPORTS

(a) Lesbian/Gay Advisory Committee *Commissioner Lenore Chinn, Chair*

- (1) Committee report.
- (2) Approval of letters to be sent to Bank of America, Levi Straus, and Wells Fargo Bank expressing support for their opposition to the discriminatory practices of the Boy Scouts of America.
- (3) Approval of letters to Senators Seymour and Cranston expressing support for the National Institutes of Health Revitalization Amendments of 1991 (Women's Health), H.R. 2507.
- (4) Approval of letters to be sent to Mayor Jordan and the Health Services Board regarding services provided to City employees with HIV/AIDS by Qual-Med.

NOTE: *The next meeting of the Lesbian/Gay Advisory Committee will be held on Tuesday, July 21, 1992, at 5:30 p.m. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor, San Francisco, CA 94102.*

(b) MBE/WBE/LBE Community Advisory Committee *Commissioner Leonard Graff, Chair*

- (1) Committee report.
- (2) Approval of recommendation of the Advisory Committee to send a letter to both the Airport Commission and the Board of Supervisors regarding the Airport's food and beverage concessions/Host International set aside agreement for MBEs/WBEs and to actively work to implement the spirit of the agreement.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, July 16, 1992, at 5:30 P.M. at Fox Plaza, 1390 Market Street - Mezzanine Room 230, San Francisco, CA 94102.*

(c) Issues Committee *Commissioner Debra Pell, Chair*

- (1) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on the Thursday, July 16, 1992, at 9:00 A.M. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor Conference Room, San Francisco, CA 94102.*

AGENDA

June 25, 1992, MEETING

PAGE 3

(d) Youth and Education Committee
Commissioner Karen N. Kai, Chair

(1) Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, July 16, 1992, at 3:30 p.m. at 1155 Market Street, Fourth Floor Conference Room, San Francisco, CA 94103.*

(e) Employment Committee
Commissioner Lawrence Martin, Chair

(1) No Committee report.

(2) Committee on African American Parity (CAAP) report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, August 6, 1992, at 2:00 p.m. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor Conference Room, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

(a) Approval of a letter to Mr. Clay Haswell, Editor, Contra Costa Times concerning an editorial cartoon.

(b) Approval of a resolution commending the National Center for Lesbian Rights on its fifteenth anniversary.

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

* NOTE: *Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, JULY 8, 1992

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REGULAR MEETING

THE HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, JULY 9, 1992
4:30 P.M.

1155 MARKET STREET
FOURTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94103

 This meeting is wheelchair accessible. Sign language interpreters and a FM Amplification System will be provided upon request. To arrange for an interpreter or amplifier please contact Gail P. Roberts (252.2508 (Voice) or 252.2550 (TDD)) at least 72 hours prior to the meeting.

AGENDA

ROSTER

Chair - May P. Jaber
Vice Chair - Leonard Graff
Commissioner Lenore Chinn
Commissioner Frankie J. Gillette
Commissioner Vivian Hallinan

Commissioner Karen N. Kai
Commissioner Lawrence Martin
Commissioner Raquel Medina
Commissioner Debra Pell
Commissioner Peter J. Sammon

ORDER OF BUSINESS

1. ROLL CALL
2. APPROVAL OF MINUTES
 - (a) Regular meeting of June 11, 1992.
 - (b) Special meeting - Committee of the Whole of June 8, 1992.
3. GENERAL COMMUNICATIONS
4. REPORT OF THE CHAIR
5. REPORT OF THE DIRECTOR
6. COMMITTEE REPORTS

AGENDA

July 9, 1992, MEETING

PAGE 2

(a) MBE/WBE/LBE Community Advisory Committee
Commissioner Leonard Graff, Chair

(1) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, July 16, 1992, at 5:30 P.M. at Fox Plaza, 1390 Market Street - Mezzanine Room 230, San Francisco, CA 94102.*

(b) Issues Committee
Commissioner Debra Pell, Chair

(1) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on the Thursday, July 16, 1992, at 9:00 A.M. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor Conference Room, San Francisco, CA 94102.*

(c) Youth and Education Committee
Commissioner Karen N. Kai, Chair

(1) No Committee report.

(2) Approval of Certificate of Commendation to Margaret King.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, July 16, 1992, at 3:30 p.m. at 1390 Market Street (Fox Plaza) - Mezzanine Room 230, San Francisco, CA 94102.*

(d) Employment Committee
Commissioner Lawrence Martin, Chair

(1) Committee report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, August 6, 1992, at 2:00 p.m. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor Conference Room, San Francisco, CA 94102.*

AGENDA

July 9, 1992, MEETING

PAGE 3

(e) Lesbian/Gay Advisory Committee *Commissioner Lenore Chinn, Chair*

- (1) Committee report.
- (2) Approval letters to be sent to Tadao Isikawa, Tokyo Board of Education, and Hon. Toshiaki Harada, Tokyo District Court, providing information on sexual orientation discrimination laws.

NOTE: *The next meeting of the Lesbian/Gay Advisory Committee will be held on Tuesday, July 21, 1992, at 5:30 p.m. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

- (a) Approval of a letter to Mr. Clay Haswell, Editor, Contra Costa Times concerning an editorial cartoon.
- (b) Approval of a resolution commending the National Center for Lesbian Rights on its fifteenth anniversary.
- (c) Approval of a resolution commending Vice Chair Leonard Graff on his service as a member of the Human Rights Commission.
- (d) Approval a Certificate of Commendation to Ahn Dao for her service to the Human Rights Commission.
- (e) Approval of a resolution expressing the Human Rights Commission's affirmance of an individual's rights to privacy and control over one's own body.

9. CALENDAR MATTERS

10. VISITORS*

- (a) Public comment concerning alleged discriminatory treatment in the charging of those persons arrested during the events following the verdict in the Rodney King policy brutality trial.
- (b) Other public comment.

AGENDA

July 9, 1992, MEETING

PAGE 4

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, AUGUST 13, 1992

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San Francisco, CA 94102-4908
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TDD: (415) 252-2550

MINUTES OF THE MEETING OF THURSDAY, SEPTEMBER 24, 1992

NEXT MEETING

DATE: Thursday, October 8, 1992
TIME: 4:30 P.M.
PLACE: 1155 Market Street, 4th Floor

Commissioner Jaber called the meeting to order at 4:35 P.M., roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: May P. Jaber, Chair; Franco H. Consolacion, Mary Gomez Daddio, Katheryn M. Fong, Sharon Gadberry, Karen N. Kai, Lawrence B. Martin, Resa Peay-Wainwright, Lawrence Wong.

Excused: Lucille Abrahamson, Eugene Lumpkin, Jr.

HRC Staff

Present: Edwin Lee, Director; Frank Anderson, Larry Brinkin, Kendall Frye (intern), Jacquie Hale, Donald Hesse, Norman Nickens, Richard Norton, Gail Roberts, Panetta Scott, and David Treanor.

Visitors

Present: Scott Emblidge, Deputy City Attorney.

APPROVAL OF MINUTES

***Moved (Kai)/ Seconded (Gadberry)/ Passed unanimously to approve the minutes of the meeting of September 10, 1992.

In response to a question from the Commission, Scott Emblidge informed the Commissioners that the Charter requires each Commissioner to vote on all action items

pending before the Commission, except where a conflict of interest would occur.

COMMUNICATIONS

Press Releases: Mayor Frank Jordan, Press Releases for september 9 - 22, 1992.

REPORT OF THE CHAIR

Commissioner Jaber reported the recent death of Edward C. Lumpkin, son of Commissioner Lumpkin. Representatives from the Commission attended the funeral on September 18, 1992, and a card and flowers were sent to the family on behalf of the Commission.

REPORT OF THE DIRECTOR

Director Lee reported that the Commission's planned move to 25 Van Ness Avenue has been delayed until January, 1993, as a result of delays in renovation. The current lease on 1170 Market is being extended. An MBE contractor has been selected to perform the \$600,000 renovation contract.

The Director reviewed recent discussions with the Mayor's Office regarding the FY 1992-93 budget. Under the current proposal the Commission will experience an additional \$80,000 budget cut, resulting in the elimination of two vacant clerical positions.

The Director reported on his recent presentation on behalf of the City Council of Stuttgart, in the Federal Republic of Germany. The presentation focused on multiculturalism in San Francisco, and the Commission's programs addressing antidiscrimination and hate violence protections. The Director expects to develop a closer working relationship with the City council, and subsequent events are being planned around the International Organization of Human Rights Agencies conference currently planned for July, 1993, in St. Louis, Missouri.

COMMITTEE REPORTS

ISSUES COMMITTEE

Commissioner Peay-Wainwright reported on the September 17, 1992, meeting of the Issues Committee. At that meeting, former Commissioner Peter Sammon presented on the history of the City of Refuge ordinance, Article 12H of the Administrative Code, and recent legislative changes. Father Sammon urged the Commission to closely monitor this matter, particularly the six month progress report expected next spring.

The Committee discussed the use of Native American historical and spiritual figures to market "Crazy Horse" malt liquor, and complaints received from the Native American community and the Indian Treaty Council regarding this marketing proposal.

***Moved (Peay-Wainwright)/ Seconded (Consolacion)/Passed unanimously to send letters to the brewer and distributor of "Crazy Horse" malt liquor protesting their use of a revered Native American leader and holy man as part of a marketing campaign targeted at high risk communities.

Staff has been directed to continue researching the issue of marketing targeted toward high risk populations.

The Committee discussed accessibility of city-funded activities, particularly street fairs, for the disabled.

The Committee heard extensive discussion and public testimony regarding the failure of the Private Industry Council to fund the Filipino American Council of San Francisco's job training program.

Mr. Stanley Animo, and other representatives of the Filipino American Council, addressed the Commission to urge support of continued funding. Mr. Animo raised additional concerns regarding the funding process of the Private Industry Council; these concerns were referred to the Issues and Employment Committees for further consideration.

***Moved (Consolacion)/ Seconded (Peay-Wainwright)/ Passed unanimously to send a letter to the Private Industry Council urging that the Filipino American Council be given priority in funding from "roll over" or other undesignated monies.

***Moved (Peay-Wainwright)/ Seconded (Martin)/ Passed unanimously to accept the report of the Issues Committee.

YOUTH AND EDUCATION COMMITTEE

Commissioner Kai reported on the September 17, 1992 meeting of the Youth & Education Committee. The Committee has recently completed an annual new member selection process.

The Committee discussion featured a presentation by Ms. Joan-Marie Shelley, president of the United Educators of San Francisco. The presentation included two teacher initiated programs, school restructuring and the paraprofessional career program. Committee discussion also included recent developments in the District's collective

bargaining process and the "Let's Talk Civil Rights" speakers bureau program.

***Moved (Kai)/ Seconded (Martin)/ Passed unanimously to accept the report of the Committee.

EMPLOYMENT COMMITTEE

No report.

LESBIAN/GAY ADVISORY COMMITTEE

Commissioner Kai reported on the September 15, 1992, meeting of the Committee. The Committee discussion included introduction of new Commissioners, review of proposed budget cuts and civil rights legislation currently pending before the Governor.

***Moved (Kai)/ Seconded (Martin)/ Passed unanimously to approve sending a letter to Mayor Frank Jordan regarding impact of proposed budget cuts;

***Moved (Kai)/ Seconded (Consolacion)/ Passed unanimously to approve, in concept, sending a letter to Bank of America regarding the funding of Boy Scouts of America and urging support of funding for other appropriate nondiscriminatory youth services .

The Commission had extensive discussion regarding the importance of diversity on the Commission, and other Commissions, and particular concerns affecting the Lesbian community.

Liz Dunn, member of the Lesbian/Gay Advisory Committee, addressed the Commission to urge passage of the motion.

***Moved (Kai)/ Seconded (Gomez-Daddio)/ Passed unanimously to approve, in concept, a letter to Mayor Frank Jordan regarding the representation of lesbians on the Commission. Staff shall review the letter with the Commissioner's Kai and Gadberry prior to distribution.

***Moved (Kai)/ Seconded (Martin)/ Passed unanimously to accept the report of the Committee.

MBE/WBE/LBE COMMUNITY ADVISORY COMMITTEE

Commissioner Fong reported on the September 17, 1992, meeting of the MBE/WBE/LBE Advisory Committee. At the meeting the Committee discussed reviewing forms used by the Commission and other departments.

The Committee also considered and recommended for approval the revised MBE/WBE rules and regulations.

Director Lee and Scott Emblidge, Deputy City Attorney, responded to Commissioner concerns regarding the prompt payment program. Commissioner Martin reviewed the history of public concerns regarding prompt payment of MBE/WBE contractors before the Commission.

***Moved (Fong)/ Seconded (Martin)/ Passed unanimously to approve the MBE/WBE rules and regulations.

***Moved (Fong)/ Seconded (Martin)/ Passed unanimously to accept the report of the Committee.

UNFINISHED BUSINESS

None.

NEW BUSINESS

None.

CALENDAR MATTERS

The Commission will hold its next regular meeting on Thursday, October 8, 1992 at 4:30 P.M. at 1155 Market Street, 4th Floor.

STANDING COMMITTEES

EMPLOYMENT

Thursday, October 1, 1992
2:00 P.M.
Human Rights Commission Offices
5th Floor Conference Room
1170 Market Street

ISSUES

Thursday, October 15, 1992
9:00 A.M.
Human Rights Commission Offices
5th Floor Conference Room
1170 Market Street

LESBIAN/GAY ADVISORY

Tuesday, October 20, 1992
5:30 P.M.
Human Rights Commission Offices
5th Floor Conference Room
1170 Market Street

MINORITY/WOMEN/LOCAL
BUSINESS COMMUNITY
ADVISORY

Thursday, October 15, 1992
5:30 P.M.
Fox Plaza, 1390 Market Street
Mezzanine Room 230

YOUTH AND EDUCATION

Thursday, October 15, 1992
3:30 P.M.
1155 Market Street
4th Floor Conference Room

VISITORS

None.

ADJOURNMENT

Commissioner Jaber adjourned the meeting in memory of Edward C. Lumpkin at 7:20 P.M.

Respectfully Submitted

Edwin M. Lee
Director
By: Norm Nickens
Coordinator, Lesbian/Gay &
AIDS/HIV Unit

EML:NN:nn

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REGULAR MEETING

**THE HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO**

**THURSDAY, OCTOBER 8, 1992
4:30 P.M.**

**1155 MARKET STREET
FOURTH FLOOR
SAN FRANCISCO, CALIFORNIA 94103**

SP *This meeting is wheelchair accessible. Sign language interpreters and a FM Amplification System will be provided upon request. To arrange for an interpreter or amplifier please contact Gail P. Roberts (252.2508 (Voice) or 252.2550 (TDD)) at least 72 hours prior to the meeting.*

AGENDA

ROSTER

Chair - May P. Jaber
Commissioner Lucille Abrahamson
Commissioner Franco H. Consolacion
Commissioner Mary Gomez Daddio
Commissioner Kathryn M. Fong

Commissioner Sharon Gadberry
Commissioner Karen N. Kai
Commissioner Eugene Lumpkin, Jr.
Commissioner Lawrence B. Martin
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. **ROLL CALL**
2. **APPROVAL OF MINUTES**
(a) Regular meeting of September 24, 1992.
3. **GENERAL COMMUNICATIONS**
4. **REPORT OF THE CHAIR**

5. REPORT OF THE DIRECTOR

6. SPECIAL PRESENTATION

Antonio G. Gonzales, Director, International Indian Treaty Council

7. COMMITTEE REPORTS

(a) Issues Committee

Commissioner Peay-Wainwright, Chair

Commissioner Consolacion, Vice-Chair

(1) Presentation on Intergroup Clearinghouse

NOTE: *The next meeting of the Issues Committee will be held on October 15, 1992, at 9:00 A.M. at 1170 Market Street, 5th Floor Conference Room, San Francisco, CA 94102.*

(b) Youth and Education Committee

Commissioner Abrahamson, Chair

Commissioner Lumpkin, Vice-Chair

(1) No Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, October 15, 1992, at 3:30 p.m. at 1155 Market Street, Fourth Floor Conference Room, San Francisco, CA 94102.*

(c) Employment Committee

Commissioner Martin, Chair

Commissioner Gadberry, Vice-Chair

(1) Committee report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, October 8, 1992, at 2:00 p.m. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor Conference Room, San Francisco, CA 94102.*

(d) Lesbian/Gay Advisory Committee

Commissioner Kai, Chair

Commissioner Wong, Vice-Chair

(1) No Committee report.

NOTE: *The next meeting of the Lesbian/Gay Advisory Committee will be held on Tuesday, October 20, 1992, at 5:30 p.m. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor, San Francisco, CA 94102.*

(e) MBE/WBE/LBE Community Advisory Committee
Commissioner Fong, Chair
Commissioner Daddio, Vice-Chair

(1) No Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, October 15, 1992, at 5:30 P.M. at Fox Plaza, 1390 Market Street - Mezzanine Room 230, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. NEW BUSINESS

10. CALENDAR MATTERS

11. VISITORS*

12. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, OCTOBER 24, 1992

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
1170 Market Street, Suite 500
San Francisco, CA 94102-4908
(415) 252-2500
TDD: (415) 252-2550

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MINUTES OF THE MEETING OF THURSDAY, OCTOBER 8, 1992

NEXT MEETING

DATE: Thursday, October 22, 1992
TIME: 4:30 P.M.
PLACE: 1155 Market Street, 4th Floor

Commissioner Jaber called the meeting to order at 4:35 P.M., roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: May P. Jaber, Chair; Lucille Abrahamson, Franco H. Consolacion, Mary Gomez Daddio, Katheryn M. Fong, Sharon Gadberry, Eugene Lumpkin, Jr., Lawrence B. Martin, Resa Peay-Wainwright, Lawrence Wong.

Excused: Karen Kai.

HRC Staff

Present: Edwin Lee, Director; Frank Anderson, Jacquie Hale, Donald Hesse, Gail Roberts, and David Treanor.

Visitors

Present: Rabbi Doug Kahn, Jewish Community Relations Council; Reginald Clermont, Intergroup Clearinghouse.

APPROVAL OF MINUTES

***Moved (Lumpkin)/ Seconded (Fong)/ Passed unanimously to approve the minutes of the meeting of September 24, 1992.

COMMUNICATIONS

The general communications file was circulated among the Commissioners.

REPORT OF THE CHAIR

Commissioner Jaber announced the recent death of Vincent Hallinan, tireless champion of civil liberties and human rights. She announced that a memorial service will be held at the Longshoremen's Hall on Saturday, October 17th at 10:00 a.m.

***Moved (Consolacion)/Seconded (Abrahamson)/Passed unanimously to adopt a resolution in his memory and send letters of condolence to his wife, former HRC Commissioner Vivian Hallinan, and son, Supervisor Terrence Hallinan.

Commissioner Jaber announced that she was appointing Commissioner Lumpkin as Vice-Chair. A nominating committee will be appointed in November to recommend candidates for officers for 1993. The election will be held at the December meeting and Commissioner Jaber noted that she will turn the Chair over at that point as she will not be present at the first meeting in January.

REPORT OF THE DIRECTOR

Director Lee reported that the Mayor will be holding one of a series of town hall meetings in the Richmond District on October 15. Commissioner Wong announced that he will chair that meeting and invited all Commissioners to attend.

Director Lee asked the Commission to choose a date and time for a Committee of the Whole meeting to plan for the impact of the 1993-94 budget's expected deficit on the Commission's operations. The meeting was set for November 12, 1992, from 2:00 to 4:00 p.m. at 1155 Market Street; the regular Commission meeting will begin at 4:30 p.m.

The Director passed around copies of the Health Service System's Enrollment Application for Commissioners and announced that the Civil Service Commission was offering training on performance appraisal of managers which the Commissioners were welcome to attend.

Commissioner Wong asked about the proposed meeting with the District Attorney's office concerning the charges brought against some of those arrested following the Simi Valley Verdict. After discussion, it was agreed that attendance would be limited to those Commissioners who were present at the earlier meeting in order to assure continuity. Commissioner Wong said that he would defer to the Chair's judgement although he wanted to attend.

COMMITTEE REPORTS

ISSUES COMMITTEE

Commissioner Peay-Wainwright noted that there was no Committee report but that there would be a presentation on the Intergroup Clearinghouse (IC). Don Hesse of the staff gave a brief background on the IC, including the Hate Violence Reduction Program which the IC is implementing.

Rabbi Doug Kahn, Director of the Jewish Community Relations Council and a Co-Chair of the IC, spoke to the Commission on the role of the IC in the community and its funding history.

Reginald Clermont, IC Program Coordinator, described the Hate Violence Reduction Program and its various committees: Youth, Schools, Legal, Public Relations, and Community. He talked about the current program working with at-risk youth in the neighborhoods and trying to get them to work cooperatively with each other. There were a number of questions from the Commission on the relationship between the IC and the School District.

In response to a query from the Commission, Rabbi Kahn said that greater financial support was needed.

*** Moved (Martin)/Seconded(Peay-Wainwright)/Passed unanimously to send a letter to the Mayor underscoring the importance of the work of the Intergroup Clearinghouse in the City and urging that additional funding be sought.

YOUTH AND EDUCATION COMMITTEE

No report.

EMPLOYMENT COMMITTEE

Commissioner Martin reported that the Committee had met on October 1, 1992, and called on staff to make a report.

Frank Anderson noted that it was Commissioner Gadberry's first meeting and she was introduced to all of the members.

Mr. Anderson said that the Committee had discussed the matter of the decision by the

Private Industry Council not to fund the employment training program of the Filipino-American Center of San Francisco. The Committee reviewed the process and noted that many agencies served the Filipino community but there was not currently a PIC funded agency which targeted the Filipino Community specifically. Because the item had been referred to the Committee after the agenda had been set, it was not possible to take any action. Mr. Anderson noted that the Committee was in agreement with the action taken by the Commission at its last meeting, supporting the Filipino-American Center's request for PIC funding.

Mr. Anderson talked about the dispute between the Laborers Union and the Cement Masons Union over job assignments. Staff was investigating and hoping to find a solution to the dispute. Commissioner Martin pointed out that the present conflict originated in an agreement made on the national level but that the HRC's action might serve to prevent future disputes.

Mr. Anderson reported on the Committee's preliminary evaluation of the Jobs Fair which was held in August. There were approximately 3000 who attended and 66 firms or agencies represented. Positive features included the skill building workshops for job seekers and the extensive outreach to community based organizations. The principal difficulty was due to the lack of adequate resources available to produce the fair.

Commissioner Martin noted that concerns had been raised about some of the participants' employment practices and the Committee had suggested that a "brown bag" discussion of this issue among staff and Commissioners might be useful.

A follow up report, including an attempt to track the success of job applicants, will be forthcoming.

***Moved (Martin)/Seconded (Fong)/Passed unanimously to accept the report of the Employment Committee.

LESBIAN/GAY ADVISORY COMMITTEE

No report.

MBE/WBE/LBE COMMUNITY ADVISORY COMMITTEE

No report

UNFINISHED BUSINESS

None.

NEW BUSINESS

Commissioner Lumpkin expressed his and his family's appreciation and gratitude to the Commissioners and staff for their concern and support on the recent death of his son, Edward.

CALENDAR MATTERS

The Commission will hold its next regular meeting on Thursday, October 22, 1992 at 4:30 P.M. at 1155 Market Street, 4th floor.

STANDING COMMITTEES

EMPLOYMENT

Thursday, November 5, 1992
2:00 P.M.
Human Rights Commission Offices
5th Floor Conference Room
1170 Market Street

ISSUES

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LESBIAN/GAY ADVISORY

Tuesday, October 20, 1992
5:30 P.M.
Human Rights Commission Offices
5th Floor Conference Room
1170 Market Street

MINORITY/WOMEN/LOCAL BUSINESS ENTERPRISE COMMUNITY ADVISORY

Thursday, October 15, 1992
5:30 P.M.
Fox Plaza, 1390 Market Street
Mezzanine Room 230

YOUTH AND EDUCATION

Thursday, October 15, 1992
3:30 P.M.
1155 Market Street
4th Floor Conference Room

VISITORS

None.

ADJOURNMENT

Commissioner Jaber adjourned the meeting in memory of Vincent Hallinan at 6:50 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Don Hesse
Coordinator,
Dispute Resolution Unit

EML:DH/dh

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REGULAR MEETING

THE HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, OCTOBER 22, 1992
4:30 P.M.

1155 MARKET STREET
FOURTH FLOOR
SAN FRANCISCO, CALIFORNIA 94103

 This meeting is wheelchair accessible. Sign language interpreters and a FM Amplification System will be provided upon request. To arrange for an interpreter or amplifier please contact Gail P. Roberts (252.2508 (Voice) or 252.2550 (TDD)) at least 72 hours prior to the meeting.

AGENDA

ROSTER

Chair - May P. Jaber
Commissioner Lucille Abrahamson
Commissioner Franco H. Consolacion
Commissioner Mary Gomez Daddio
Commissioner Katheryn M. Fong

Commissioner Sharon Gadberry
Commissioner Karen N. Kai
Commissioner Eugene Lumpkin, Jr.
Commissioner Lawrence B. Martin
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL
2. APPROVAL OF MINUTES
(a) Regular meeting of October 8, 1992.
3. GENERAL COMMUNICATIONS
4. REPORT OF THE CHAIR

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5. REPORT OF THE DIRECTOR

6. COMMITTEE REPORTS

(a) Issues Committee

Commissioner Peay-Wainwright, Chair

Commissioner Consolacion, Vice-Chair

(1) Committee Report.

NOTE: *The next meeting of the Issues Committee will be held on November 19, 1992, at 9:00 A.M. at 1170 Market Street, 5th Floor Conference Room, San Francisco, CA 94102.*

(b) Youth and Education Committee

Commissioner Abrahamson, Chair

Commissioner Lumpkin, Vice-Chair

(1) Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, November 19, 1992, at 3:30 p.m. at 1155 Market Street, Fourth Floor Conference Room, San Francisco, CA 94102.*

(c) Employment Committee

Commissioner Martin, Chair

Commissioner Gadberry, Vice-Chair

(1) No Committee report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, November 5, 1992, at 2:00 p.m. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor Conference Room, San Francisco, CA 94102.*

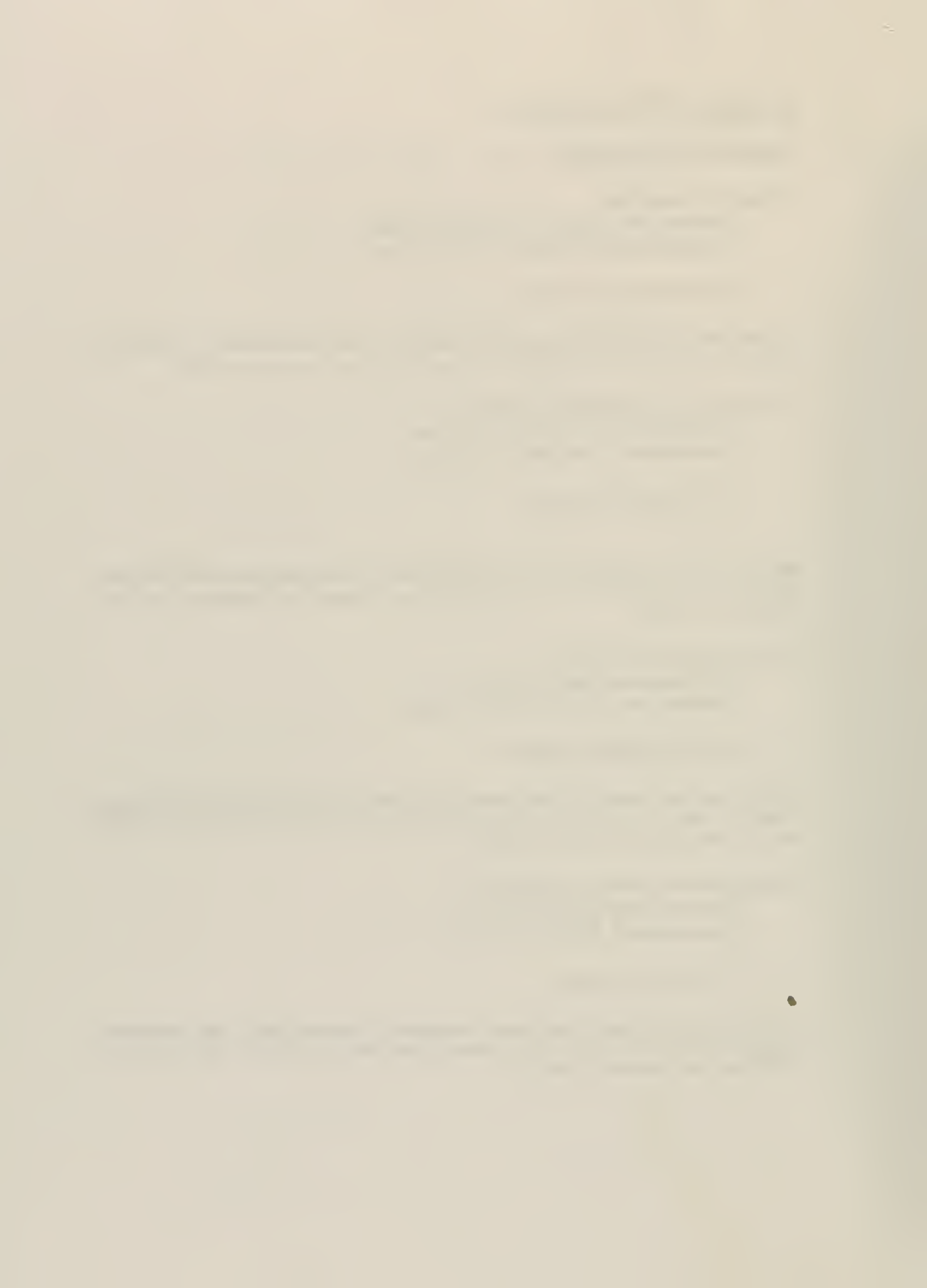
(d) Lesbian/Gay Advisory Committee

Commissioner Kai, Chair

Commissioner Wong, Vice-Chair

(1) Committee report.

NOTE: *The next meeting of the Lesbian/Gay Advisory Committee will be held on Tuesday, November 17, 1992, at 5:30 p.m. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor, San Francisco, CA 94102.*



(e) MBE/WBE/LBE Community Advisory Committee
Commissioner Fong, Chair
Commissioner Daddio, Vice-Chair

(1) Committee report.

(2) Approval of revisions to Chapter 12D Rules and Regulations.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, November 19, 1992, at 5:30 P.M. at Fox Plaza, 1390 Market Street - Mezzanine Room 230, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, NOVEMBER 12, 1992

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
1170 Market Street, Suite 500
San Francisco, CA 94102-4908
(415) 252-2500
TDD: (415) 252-2550

MINUTES OF THE MEETING OF THURSDAY, OCTOBER 22, 1992

NEXT MEETING

DATE: Thursday, November 12, 1992

TIME: 4:30 P.M.

PLACE: 1155 Market Street, 4th Floor

Commissioner Jaber called the meeting to order at 4:40 P.M., roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: May P. Jaber, Chair; Lucille Abrahamson, Franco H. Consolacion, Mary Gomez Daddio, Karen N. Kai, Eugene Lumpkin, Jr., Lawrence B. Martin, Resa Peay-Wainwright, Lawrence Wong.

Excused: Katheryn M. Fong and Sharon Gadberry.

HRC Staff

Present: Edwin Lee, Director; Frank Anderson, Jacquie Hale, Donald Hesse, Norman Nickens, Gail Roberts, and David Treanor.

Visitors

Present: Scott Emblidge, Deputy City Attorney.

APPROVAL OF MINUTES

***Moved (Peay-Wainwright) / Seconded (Martin)/ Passed unanimously to approve the minutes of the meeting of October 8, 1992.

COMMUNICATIONS

DOCUMENTS DEPT.

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The general communications file was circulated among the Commissioners

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REPORT OF THE CHAIR

Commissioner Jaber reported that the District Attorney has requested a rescheduling of the meeting to discuss the arrests following the demonstrations in April and May of 1992. The Commissioners will be informed of the date of the meeting.

Commissioner Jaber announced that the Nominations Committee for Commission officers would be appointed at the November 12, 1992, Commission meeting.

REPORT OF THE DIRECTOR

The Director distributed notices for a workshop on the legislative process for adopting ordinances and resolutions. The workshop is sponsored by the Clerk of the Board of Supervisors and is scheduled for Thursday, November 5, 1992.

The Director reported that he, as well as several Commissioners and staff, had attended the opening of the "Bridges and Boundaries" exhibit at the Jewish Community Center. The exhibit documents the historical relationship between the African American and Jewish communities in the United States. All Commissioners and staff were encouraged to attend this event. The exhibit continues through December 20, 1992.

The Director reported on the recently released study by the Center on Juvenile and Criminal Justice, "Race & Incarceration in San Francisco: Localizing Apartheid." The study found that San Francisco's incarceration rate for African American males is twice the national average, ten times the rates of South Africa, and 16 times the incarceration rate of white males.

The Director requested that the authors of the study be invited to the Commission meeting of November 12, 1992, and that a letter be sent to law enforcement officials, including the Mayor, District Attorney, Chief of Police, Public Defender, Sheriff, Office of Citizen Complaints and Juvenile Probation Commission; a draft letter was distributed to the Commissioners.

***Moved (Martin)/ Seconded (Peay-Wainwright)/ Passed unanimously to send the draft letter to the Mayor, Board of Supervisors, and appropriate law enforcement officials.

The Director will review this matter with the staff of the Issues Committee and the Committee on African American Parity for further action.

COMMITTEE REPORTS

ISSUES COMMITTEE

Don Hesse reported on the October 15, 1992, meeting of the Issues Committee. The Committee continued its discussion of the dispute between the Private Industry Council and Filipino American Council regarding funding for training programs.

As a result of recently adopted federal legislation, the marketing of "Crazy Horse" malt liquor has been prohibited.

The Committee is continuing its discussion of issues impacting on the Tenderloin, and a meeting will be scheduled with neighborhood groups in the next few weeks.

***Moved (Peay-Wainwright)/ Seconded (Consolacion)/ Passed unanimously to accept the report of the Committee.

YOUTH AND EDUCATION COMMITTEE

Commissioner Abrahamson reported on the October 15, 1992 meeting of the Committee. The Committee had a presentation on the Community Boards program, and its school based conflict resolution activities.

The Committee also had a presentation on innovative activities being carried out within the Unified School District at George Washington Carver Elementary School in Bayview-Hunter's Point and at Horace Mann Middle School.

Letters of commendation for these programs will be considered at the Committee's next meeting.

***Moved (Abrahamson)/ Seconded (Martin)/ Passed unanimously to accept the report of the Committee.

EMPLOYMENT COMMITTEE

No Committee report.

LESBIAN/GAY ADVISORY COMMITTEE

Commissioner Kai reported on the October 20, 1992, meeting of the Committee. The Committee will be scheduling an educational presentation on Lesbian/Gay health concerns at the November, 1992, meeting; Americans with Disabilities Act at the January,

1993, meeting; and, transgender issues at the March, 1993, meeting. The presentations are designed to educate committee members, Commissioners, staff and members of the public.

The Committee continues to study the portrayal of racial minorities in the Lesbian/Gay print media. The Committee will be scheduling a series of meetings with the editors of the Lesbian/Gay print media in the next few weeks.

***Moved (Kai)/ Seconded (Abrahamson)/ Passed unanimously to accept the report of the Committee.

MBE/WBE/LBE COMMUNITY ADVISORY COMMITTEE

Jacquie Hale reported on the October 15, 1992, meeting of the Committee. This included a presentation by Jason Yuen on the proposed San Francisco Airport Master Plan, the recently developed prompt payment plan, and consideration of amendments to the MBE/WBE/LBE Rules and Regulations.

***Moved (Gomez Daddio)/ Seconded (Wong)/ Passed unanimously to adopt the proposed amendments to the MBE/WBE/LBE Rules and Regulations.

Copies of waiver reports for FY 1991 - 92, and the first quarter of FY 1992 -1993, were distributed to the Commissioners.

***Moved (Gomez Daddio)/ Seconded (Wong)/ Passed unanimously to accept the report of the Committee.

UNFINISHED BUSINESS

The Director distributed copies of a letter sent to Mayor Jordan urging continued support of the Intergroup Clearinghouse.

NEW BUSINESS

None.

CALENDAR MATTERS

The Commission will hold its next regular meeting on Thursday, November 12, 1992 at 4:30 P.M. at 1155 Market Street, 4th Floor. The Commission will hold a Committee of the Whole meeting to discuss preparation of the FY 1993 - 1994 budget on Thursday,

November 12, 1992 from 2:00 until 4:00 P.M. at 1155 Market Street, 4th Floor.

STANDING COMMITTEES

EMPLOYMENT

Tuesday, November 17, 1992
2:00 P.M.
Human Rights Commission Offices
5th Floor Conference Room
1170 Market Street

ISSUES

Thursday, November 19, 1992
9:00 A.M.
Human Rights Commission Offices
5th Floor Conference Room
1170 Market Street

LESBIAN/GAY ADVISORY

Tuesday, November 17, 1992
5:30 P.M.
Human Rights Commission Offices
5th Floor Conference Room
1170 Market Street

MINORITY/WOMEN/LOCAL BUSINESS COMMUNITY ADVISORY

Thursday, November 19, 1992
5:30 P.M.
Fox Plaza, 1390 Market Street
Mezzanine Room 230

YOUTH AND EDUCATION

Thursday, November 19, 1992
3:30 P.M.
1155 Market Street
4th Floor Conference Room

VISITORS

None.

ADJOURNMENT

Commissioner Jaber adjourned the meeting at 5:40 P.M.

Respectfully Submitted

San Francisco Human Rights Commission
Minutes of the meeting of October 22, 1992
Page 6

Edwin M. Lee
Director
By: Norm Nickens
Coordinator, Lesbian/Gay &
AIDS/HIV Unit

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MEETING OF THE WHOLE

THE HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, NOVEMBER 12, 1992
2:00 - 4:00 P.M.

1155 MARKET STREET
FOURTH FLOOR
SAN FRANCISCO, CALIFORNIA 94103

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REVISED AGENDA

ROSTER

Chair - May P. Jaber
Commissioner Lucille Abrahamson
Commissioner Franco H. Consolacion
Commissioner Mary Gomez Daddio
Commissioner Katheryn M. Fong

Commissioner Sharon Gadberry
Commissioner Karen N. Kai
Commissioner Eugene Lumpkin, Jr.
Commissioner Lawrence B. Martin
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL
2. DISCUSSION OF FY 1993 - 1994 BUDGET

(a) Review of FY 1992 - 1993 Budget;

(b) Description of Current Programs:

- Personnel costs
- Program productivity
- Priorities

(c) Mayor's Budget Instructions for FY 1993 - 1994

- Impact on personnel costs
- Discussion of program priorities
- Consolidation ideas

(d) Revenue Ideas

3. VISITORS*

4. OLD/NEW BUSINESS

(a) Discussion of scheduling future Committee of the Whole meeting.

5. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, NOVEMBER 12, 1992

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
1170 Market Street, Suite 500
San Francisco, CA 94102-4908
(415) 252-2500
TDD: (415) 252-2550

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MINUTES OF THE COMMITTEE OF THE WHOLE MEETING OF THURSDAY,
NOVEMBER 12, 1992

NEXT MEETING

DATE: Thursday, December 10, 1992
TIME: 4:30 P.M.
PLACE: 1155 Market Street, 4th Floor

Commissioner Jaber called the meeting to order at 2:15 P.M., roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: May P. Jaber, Chair; Lucille Abrahamson, Franco H. Consolacion, Mary Gomez Daddio, Katheryn M. Fong, Sharon Gadberry, Karen N. Kai, Eugene Lumpkin, Jr.; Lawrence B. Martin, Resa Peay-Wainwright, and Lawrence Wong.

HRC Staff

Present: Edwin Lee, Director; Frank Anderson, Jacquie Hale, Donald Hesse, Nat Mason, Norman Nickens, Gail Roberts, and David Treanor.

Visitors

Present: Scott Emblidge, Deputy City Attorney.

DISCUSSION OF FY 1993 - 1994 BUDGET

The Director presented a report on the budget preparation process for FY 1993 - 1994. The report included discussion of:

- (a) Review of FY 1992 - 1993 budget;

San Francisco Human Rights Commission
Committee of the Whole Meeting
November 12, 1992
Page 2

- (b) Description of current programs, including personnel costs, program productivity, and priorities;
- (c) Review of the Mayor's budget instructions for FY 1993 - 1994, including the impact on personnel costs, discussion of program priorities, and ideas for consolidation;
- (d) Discussion of proposals for raising revenue;
- (e) Discussion of the role of the Commissioners in the budget process.

UNFINISHED BUSINESS

The Director was requested to schedule a Committee of the Whole meeting on December 3, 1992, to continue discussion of the 1993 - 1994 budget process.

CALENDAR MATTERS

The Commission will hold its next regular meeting on Thursday, December 10, 1992 at 4:30 P.M. at 1155 Market Street, 4th Floor.

VISITORS

None.

ADJOURNMENT

Commissioner Jaber adjourned the meeting at 3:50 P.M.

Respectfully Submitted

Edwin M. Lee
Director
By: Norm Nickens
Coordinator, Lesbian/Gay &
AIDS/HIV Unit

EML:NN:nn

11/12/92

REGULAR MEETING

THE HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, NOVEMBER 12, 1992
4:30 P.M.

1155 MARKET STREET
FOURTH FLOOR
SAN FRANCISCO, CALIFORNIA 94103

 This meeting is wheelchair accessible. Sign language interpreters and a FM Amplification System will be provided upon request. To arrange for an interpreter or amplifier please contact Gail P. Roberts (252.2508 (Voice) or 252.2550 (TDD)) at least 72 hours prior to the meeting.

AGENDA

ROSTER

Chair - May P. Jaber
Commissioner Lucille Abrahamson
Commissioner Franco H. Consolacion
Commissioner Mary Gomez Daddio
Commissioner Katheryn M. Fong

Commissioner Sharon Gadberry
Commissioner Karen N. Kai
Commissioner Eugene Lumpkin, Jr.
Commissioner Lawrence B. Martin
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL
2. APPROVAL OF MINUTES
(a) Regular meeting of October 22, 1992.
3. GENERAL COMMUNICATIONS
4. REPORT OF THE CHAIR

- (a) Appointment of Nominations Committee for Commission officers;
- (b) Motion to cancel the Commission meetings of November 26, 1992, and December 24, 1992.

5. REPORT OF THE DIRECTOR

6. SPECIAL PRESENTATION - 5:00 P.M.

Race & Incarceration in San Francisco - Chet Hewitt, Sharon Hewitt, Vincent Schiraldi.

7. COMMITTEE REPORTS

(a) Issues Committee

Commissioner Peay-Wainwright, Chair

Commissioner Consolacion, Vice-Chair

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on November 19, 1992, at 9:00 A.M. at 1170 Market Street, 5th Floor Conference Room, San Francisco, CA 94102.*

(b) Youth and Education Committee

Commissioner Abrahamson, Chair

Commissioner Lumpkin, Vice-Chair

(1) No Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, November 19, 1992, at 3:30 p.m. at 1155 Market Street, Fourth Floor Conference Room, San Francisco, CA 94102.*

(c) Employment Committee

Commissioner Martin, Chair

Commissioner Gadberry, Vice-Chair

(1) Committee on African American Parity report.

NOTE: *The next meeting of the Employment Committee will be held on Tuesday, November 17, 1992, at 2:00 p.m. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor Conference Room, San Francisco, CA 94102.*

(d) Lesbian/Gay Advisory Committee

Commissioner Kai, Chair

Commissioner Wong, Vice-Chair

(1) No Committee report.

NOTE: The next meeting of the Lesbian/Gay Advisory Committee will be held on Tuesday, November 17, 1992, at 5:30 p.m. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor, San Francisco, CA 94102.

(e) MBE/WBE/LBE Community Advisory Committee
Commissioner Fong, Chair
Commissioner Daddio, Vice-Chair

(1) No Committee report.

NOTE: The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, November 19, 1992, at 5:30 P.M. at Fox Plaza, 1390 Market Street - Mezzanine Room 230, San Francisco, CA 94102.

8. UNFINISHED BUSINESS

9. NEW BUSINESS

10. CALENDAR MATTERS

11. VISITORS*

12. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, DECEMBER 10, 1992

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
1170 Market Street, Suite 500
San Francisco, CA 94102-4908
(415) 252-2500
TDD: (415) 252-2550

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MINUTES OF THE MEETING OF THURSDAY, NOVEMBER 12, 1992

NEXT MEETING

DATE: Thursday, December 10, 1992
TIME: 4:30 P.M.
PLACE: 1155 Market Street, 4th Floor

Commissioner Jaber called the meeting to order at 4:30 P.M., roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: May P. Jaber, Chair; Lucille Abrahamson, Franco H. Consolacion, Mary Gomez Daddio, Katheryn M. Fong, Sharon Gadberry, Karen N. Kai, Eugene Lumpkin, Jr., Lawrence B. Martin, Resa Peay-Wainwright, and Lawrence Wong.

HRC Staff

Present: Edwin Lee, Director; Frank Anderson, Jacquie Hale, Donald Hesse, Norman Nickens, Gail Roberts, and David Treanor.

Visitors

Present: Scott Emblidge, Deputy City Attorney.

APPROVAL OF MINUTES

***Moved (Gadberry)/ Seconded (Peay-Wainwright)/ Passed unanimously to approve the minutes of the meeting of October 22, 1992.

COMMUNICATIONS

The general communications file was circulated among the Commissioners.

REPORT OF THE CHAIR

Commissioner Jaber reported on the appointment of Commissioners Abrahamson, Fong, and Martin to the Nominations Committee for 1993 - 1994 Commission officers. The Committee will contact all Commissioners regarding their interest in serving as Commission officers, and report to the Commission at the December 10, 1992, meeting.

Moved (Lumpkin)/ Seconded (Consolacion)/ Passed unanimously to cancel the regularly scheduled Commission meetings of November 26, 1992, and December 24, 1992.

REPORT OF THE DIRECTOR

Director Lee reported that he has not received a reply to the letter sent to District Attorney Arlo Smith regarding incarceration issues. A second letter has been sent requesting a meeting with the District Attorney.

The Director distributed copies of the Commission's Rules and Regulations, which were last revised in June, 1983. He requested the Commission to review the document and to suggest possible changes to the Rules and Regulations.

The Director invited Sandra Touchatt of Crystal Trucking to address the Commission regarding the recent denial of their application for MBE certification; their application for WBE status was approved.

Ms. Touchatt expressed concern regarding recent communications with the Commission, and requested the right to appeal the Director's denial of MBE certification. Ms. Touchatt was informed that pursuant to Chapter 12D of the San Francisco Administrative Code the Director's decision was not appealable to the Commission.

COMMITTEE REPORTS

ISSUES COMMITTEE

No Committee report.

Don Hesse reported that the Issues Committee has been invited to meet with community groups in the Tenderloin at noon on Wednesday, November 18, 1992. The meeting will be held at 711 Eddy Street. The meeting will focus on issues related to youth services, housing and sanitation. All Commissioners were invited to attend.

YOUTH AND EDUCATION COMMITTEE

No Committee report.

SPECIAL PRESENTATION ON RACE & INCARCERATION

Don Hesse introduced Vincent Schiraldi and Chet Hewitt from the Center on Juvenile and Criminal Justice. The Center recently released a report on Race & Incarceration in San Francisco.

Mr. Schiraldi summarized the findings of the report, which include:

- African Americans are underrepresented in the Criminal Justice Administrators Group, a key decision-making body in the San Francisco criminal justice system;
- San Francisco's incarceration rate for African American males is twice the national average and ten times the rate of South Africa;
- The incarceration rate for African American males in San Francisco is 16 times the incarceration rate of white men;
- African Americans, who make up 9.9 percent of San Francisco's available labor force, represented 50.2 percent of felony arrests and received 61.7 percent of jail sentences. Whites, who make up 57.5 percent of San Francisco's available labor force, represented 40.1 percent of felony arrests and received 29.5 percent of jail sentences.

Mr. Schiraldi urged the City to consider a moratorium on the expansion of jails or the renting of jail beds from other jurisdictions; the implementation of a broad continuum of programs to serve as safe, rehabilitative, and cost-effective alternatives to incarceration; and, the establishment of a task force to oversee the implementation of a network of alternatives to assure that these programs do not exacerbate the system's racial disparity, and to develop further policy and procedural recommendations to address the serious over-incarceration of African Americans in San Francisco. Finally, Mr. Schiraldi urged the greater use of community-based policing programs.

Chet Hewitt, co-author of the report, presented on behalf of the Coalition for an African American Community Agenda. Mr. Hewitt expressed his appreciation for the prompt response of the Commission to the concerns raised in the report. He noted that San Francisco has the fastest growing inmate population found among major California population centers.

On behalf of the Coalition he urged:

- reduced reliance on "profiling" of African American males as a crime deterrent;
- increased African American and other minority participation on the Criminal Justice Administrators Group;
- establishment of mandatory cultural and community sensitivity training programs for all aspects of the criminal justice system;
- establishment of alternative sentencing programs, with an emphasis on drug treatment programs.

Sharon Hewitt, member of the Coalition for an African American Community Agenda, noted the lack of community involvement in the recently completed process of selecting the new Chief of Police. She encouraged the Commission to take a leadership role in addressing issues regarding the criminal justice system.

Commissioners Martin, Lumpkin, Kai, Wong, and Peay-Wainwright joined with Ms. Hewitt in urging greater Commission attention to these issues. Commissioner Martin requested that this matter be referred to the Commission's Committee on African American Parity for additional consideration.

Eileen Hurst, Chief of Staff for Sheriff Hennessey, reported that the information contained in the Center's report is essentially correct. She reported that 81 percent of the inmates in the county jail system are people of color, and that this situation is likely to continue until the root causes of poverty, substance abuse, and lack of education are addressed. She also addressed the issue of severe overcrowding in the county jails. Finally, she urged the Commission to raise these issues with sentencing judges as well as other parts of the criminal justice system.

Captain Gregory Winters, San Francisco Police Department, reported that arrest records reflected a similar, although slightly lower, disproportionate rate of African Americans and other ethnic minorities. He noted that there has been a sharp increase in legislation requiring mandatory arrest for certain crimes, such as domestic violence and drunk driving. He further noted that the new Chief of Police has indicated that affirmative action in the Department will be a high priority.

***Moved (Martin)/ Seconded (Gomez Daddio)/ Passed unanimously that the Commission's Committee on African American Parity request a meeting with interested parties in the African American and other affected communities to develop a plan to address the concerns raised in the report on Race & Incarceration.

EMPLOYMENT COMMITTEE

Noel Day from Polaris Research reported extensively on the progress of the Committee on African American Parity (CAAP) research project. Polaris is in the process of finalizing the first phase of the CAAP program, focusing on employment and economics. The report is expected to be available for release in a few weeks.

***Moved (Peay-Wainwright)/ Seconded (Kai)/ Passed unanimously to accept the report of the Committee.

LESBIAN/GAY ADVISORY COMMITTEE

No Committee report.

MBE/WBE/LBE COMMUNITY ADVISORY COMMITTEE

No Committee report.

UNFINISHED BUSINESS

None.

NEW BUSINESS

***Moved (Peay-Wainwright)/ Seconded (Kai)/ Passed unanimously to send a letter to the Board of Supervisors Finance Committee urging that consideration be given to utilizing the \$3 million in jail overcrowding fines for alternative sentencing programs.

CALENDAR MATTERS

The Commission will hold its next regular meeting on Thursday, December 10, 1992 at 4:30 P.M. at 1155 Market Street, 4th Floor.

STANDING COMMITTEES

EMPLOYMENT

Thursday, December 3, 1992
2:00 P.M.
Human Rights Commission Offices
5th Floor Conference Room
1170 Market Street

ISSUES

Thursday, December 17, 1992
9:00 A.M.
Human Rights Commission Offices

5th Floor Conference Room
1170 Market Street

LESBIAN/GAY ADVISORY

Tuesday, December 15, 1992
5:30 P.M.
Human Rights Commission Offices
5th Floor Conference Room
1170 Market Street

MINORITY/WOMEN/LOCAL
BUSINESS COMMUNITY
ADVISORY

Thursday, December 17, 1992
5:30 P.M.
Fox Plaza, 1390 Market Street
Mezzanine Room 230

YOUTH AND EDUCATION

Thursday, December 17, 1992
3:30 P.M.
1155 Market Street
4th Floor Conference Room

VISITORS

Lulann McGriff, President of the San Francisco National Association for the Advancement of Colored People, reported on a recent visit to the San Francisco County Jail. She urged the Commissioners to visit the jail, and to address the issues of overcrowding and deterioration of the facility. Finally, she urged the Commission to consider the issue of juvenile crime prevention activities, such as sports and other after school programs.

Director Lee reported that Sheriff Hennessey has offered to provide a tour of the county jail for the Commissioners.

ADJOURNMENT

Commissioner Jaber adjourned the meeting at 8:20 P.M.

San Francisco Human Rights Commission
Minutes of the Meeting of November 12, 1992
Page 7

Respectfully Submitted

Edwin M. Lee
Director
By: Norm Nickens
Coordinator, Lesbian/Gay &
AIDS/HIV Unit

EML:NN:nn

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MEETING OF THE WHOLE

THE HUMAN RIGHTS COMMISSION CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, DECEMBER 3, 1992
5:00 - 7:00 P.M.

2455 34TH AVENUE
SAN FRANCISCO, CA 94116

///
Agenda

ROSTER

Chair - May P. Jaber
Commissioner Lucille Abrahamson
Commissioner Franco H. Consolacion
Commissioner Mary Gomez Daddio
Commissioner Katheryn M. Fong

Commissioner Sharon Gadberry
Commissioner Karen N. Kai
Commissioner Eugene Lumpkin, Jr.
Commissioner Lawrence B. Martin
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL
2. DIRECTOR'S REPORT
 - (a) FY 1993 - 1994 Budget Update;
 - (b) Update on Revenue Enhancement Ideas.
3. DISCUSSION OF FY 1993 - 1994 BUDGET
 - (a) Budget Priorities for FY 1993 -1994.
4. STRATEGY AND PLANNING DISCUSSION
 - (a) Program Priorities;
 - (b) Staffing Issues;
 - (c) Communication with Commissioners and Staff;
 - (d) Response to New Ideas.

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5. VISITORS*
6. OLD/NEW BUSINESS
7. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, DECEMBER 10, 1992

REGULAR MEETING

THE HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, DECEMBER 10, 1992
4:30 P.M.

1155 MARKET STREET
FOURTH FLOOR
SAN FRANCISCO, CALIFORNIA 94103

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AGENDA

ROSTER

Chair - May P. Jaber
Commissioner Lucille Abrahamson
Commissioner Franco H. Consolacion
Commissioner Mary Gomez Daddio
Commissioner Katheryn M. Fong

Commissioner Sharon Gadberry
Commissioner Karen N. Kai
Commissioner Eugene Lumpkin, Jr.
Commissioner Lawrence B. Martin
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

- (1) Regular meeting of November 12, 1992;
- (2) Committee of the Whole meeting of November 12, 1992.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

- (1) Report of the Nominations Committee.

5. REPORT OF THE DIRECTOR

6. COMMITTEE REPORTS

(a) Issues Committee

Commissioner Peay-Wainwright, Chair

Commissioner Consolacion, Vice-Chair

(1) Committee report;

(2) Update on City of Refuge Ordinance, Father Peter Sammon
(10 min.).

NOTE: *The next meeting of the Issues Committee will be held on Thursday, December 17, 1992, at 9:00 A.M. at 1170 Market Street, 5th Floor Conference Room, San Francisco, CA 94102.*

(b) Youth and Education Committee

Commissioner Abrahamson, Chair

Commissioner Lumpkin, Vice-Chair

(1) Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, December 17, 1992, at 3:30 p.m. at 1155 Market Street, Fourth Floor Conference Room, San Francisco, CA 94102.*

(c) Employment Committee

Commissioner Martin, Chair

Commissioner Gadberry, Vice-Chair

(1) Committee report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, January 7, 1993, at 2:00 p.m. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor Conference Room, San Francisco, CA 94102.*

(d) Lesbian/Gay Advisory Committee

Commissioner Kai, Chair

Commissioner Wong, Vice-Chair

(1) Committee report.

NOTE: *The next meeting of the Lesbian/Gay Advisory Committee will be held on Tuesday, December 15, 1992, at 5:30 p.m. at the Human Rights Commission offices, 1170 Market Street - Fifth Floor, San Francisco, CA 94102.*

(e) MBE/WBE/LBE Community Advisory Committee
Commissioner Fong, Chair
Commissioner Daddio, Vice-Chair

(1) Committee report;

(2) Adoption of revised MBE/WBE/LBE Rules and Regulations.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, December 17, 1992, at 5:30 P.M. at Fox Plaza, 1390 Market Street - Mezzanine Room 230, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

NOTE: The Meeting of the Whole, which was scheduled and noticed for Thursday, December 3, 1992, 5:00 PM to 7:00 PM, located at 2455 34th Avenue, San Francisco, was cancelled due to Administrative code Section 16.5. This meeting will be rescheduled and noticed for a future date.

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, January 14, 1993

City and County of San Francisco



Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

December 8, 1992

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TO: Ms. Bonita Chang
Ms. Sylvia Castellanos
Ms. Richey Rice-Gore
Mr. John Scott
Ms. Mary Tramil

FROM: James F. Fields

SUBJECT: Notice of Meeting

Date: Tuesday, December 15, 1992
Time: 9:00 A.M.
Place: Human Rights Commission
1170 Market Street, 5th Floor
San Francisco, CA 94102

/// A G E N D A

1. Introduction
2. Overview of Chapter 12B, Employment Goals
for Construction Contracts
3. Review of 1990 Census Data
4. Q & A
5. Adjournment

cc: Frank Anderson
Kevin Williams
Edwin Lee
CHRON

